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LEGISLATIVE HISTORY

Public Law 89-301
H. R. 10281

TABLE OF CONTENTS

Index and summary of H. R. 102811
Digest of Public Law 89-301 . . . . .	.2

INDEX AND SUMMARY OF H. R. 10281

Aug.	4, 1965	Rep. Udall introduced H. R. 10281 which was referred to House Post Office and Civil Service Committee. Print of bill.
Aug.	5, 1965	House committee voted to report H. R. 10281.
Aug.	16, 1965	House committee reported H. R. 10281 without amendment. H. Report No. 792. Print of bill and report.
Sept.	13, 1965	House adopted resolution to provide for consideration of H. R. 10281. H. Res. 536. Print of resolution.
Sept.	30, 1965	House passed H. R. 10281 with amendments.
Oct.	1, 1965	H. R. 10281 was referred to the Senate Post Office and Civil Service Committee. Print of bill as referred.
Oct.	15, 1965	Senate committee voted to report H. R. 10281.
Oct.	18, 1965	Senate committee reported H. R. 10281 with amendment. S. Report No. 910. Print of bill and report.
Oct.	22, 1965	Senate passed H. R. 10281 with amendments. House concurred in Senate amendments.
Oct.	29, 1965	Approved: Public Law 89-301.

History includes Office of Personnel and Office of Management Services bulletins on provisions of law.

Hearings: H. committee on H. R. 8207.

S. committee on: Misc Hg.: "Federal Pay Legislation."

THE HISTORY OF THE

1840	1841	1842
1843	1844	1845
1846	1847	1848
1849	1850	1851
1852	1853	1854
1855	1856	1857
1858	1859	1860
1861	1862	1863
1864	1865	1866
1867	1868	1869
1870	1871	1872
1873	1874	1875
1876	1877	1878
1879	1880	1881
1882	1883	1884
1885	1886	1887
1888	1889	1890
1891	1892	1893
1894	1895	1896
1897	1898	1899
1900	1901	1902
1903	1904	1905
1906	1907	1908
1909	1910	1911
1912	1913	1914
1915	1916	1917
1918	1919	1920
1921	1922	1923
1924	1925	1926
1927	1928	1929
1930	1931	1932
1933	1934	1935
1936	1937	1938
1939	1940	1941
1942	1943	1944
1945	1946	1947
1948	1949	1950
1951	1952	1953
1954	1955	1956
1957	1958	1959
1960	1961	1962
1963	1964	1965
1966	1967	1968
1969	1970	1971
1972	1973	1974
1975	1976	1977
1978	1979	1980
1981	1982	1983
1984	1985	1986
1987	1988	1989
1990	1991	1992
1993	1994	1995
1996	1997	1998
1999	2000	2001
2002	2003	2004
2005	2006	2007
2008	2009	2010
2011	2012	2013
2014	2015	2016
2017	2018	2019
2020	2021	2022
2023	2024	2025
2026	2027	2028
2029	2030	2031
2032	2033	2034
2035	2036	2037
2038	2039	2040
2041	2042	2043
2044	2045	2046
2047	2048	2049
2050	2051	2052
2053	2054	2055
2056	2057	2058
2059	2060	2061
2062	2063	2064
2065	2066	2067
2068	2069	2070
2071	2072	2073
2074	2075	2076
2077	2078	2079
2080	2081	2082
2083	2084	2085
2086	2087	2088
2089	2090	2091
2092	2093	2094
2095	2096	2097
2098	2099	2100

THE HISTORY OF THE

THE HISTORY OF THE

THE HISTORY OF THE

DIGEST OF PUBLIC LAW 89-301

FEDERAL EMPLOYEES SALARY ACT OF 1965.

Provides for a 3.6 percent federal pay increase, retroactive to the first day of the first pay period which begins on or after October 1, 1965, for employees under the Classification Act of 1949, postal employees, Foreign Service personnel, certain medical and surgical employees of the Veterans' Administration, Agricultural Stabilization and Conservation Service county committee employees, and employees of the Legislative and Judicial Branches.

Establishes a severance pay system for employees (including ASCS county committee employees) losing their jobs through no fault of their own and not entitled to immediate retirement benefits, of one week's pay for each of the first 10 years of service, plus two week's pay for each year beyond 10 years of service, plus an additional 10 percent of the basic allowance for each year the employee is over 40 years of age. Total severance pay is not to exceed the amount of one year's pay.

Increases the maximum uniform allowances for employees who must purchase uniforms from \$100 to \$125 annually.

Provides that no federal employee salary increase provided in this act shall exceed the \$26,000 level of the Federal Executive Salary Schedule.

Requires official travel away from an employee's duty station to be scheduled within the regular workweek to the maximum extent possible.

Increases the salaries of the Majority and Minority Leaders of both Houses of Congress from \$30,000 to \$35,000 annually.

Provides a right of appeal to the Civil Service Commission for any employee whose work performance is determined not to be of an acceptable level of competence.

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H. R. 10281

IN THE HOUSE OF REPRESENTATIVES

January 1, 1907

Mr. [Name] introduced the following bill, which was referred to the Committee on Education and Labor, and they thereon reported the same with amendments.

A BILL

To amend the laws relating to the compensation of certain officers and employees of the Federal Government, to provide for the establishment of a Federal Bureau of Investigation, and for other purposes.

Be it enacted by the Senate and House of Representatives

of the United States of America in Congress assembled,

That the following be and the same be the compensation of the

Director of the Federal Bureau of Investigation:

H. R. 10281

AUGUST 4, 1965

A BILL

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*
3 That this Act may be cited as the “Government Employees
4 Salary Comparability Act of 1965”.

SHORT TITLE

J. 50-001-PP—1

1 EMPLOYEES SUBJECT TO CLASSIFICATION ACT OF 1949

2 SEC. 102. (a) Section 603 (b) of the Classification Act
 3 of 1949, as amended (78 Stat. 400; 5 U.S.C. 1113 (b)), is
 4 amended to read as follows:

5 “(b) Except as provided in section 111 (b) of the Fed-
 6 eral Salary Adjustment Act of 1965, the compensation
 7 schedule for the General Schedule shall be as follows:

“Grade	Per annum rates and steps									
	1	2	3	4	5	6	7	8	9	10
GS-1-----	\$3,538	\$3,658	\$3,778	\$3,898	\$4,018	\$4,138	\$4,258	\$4,378	\$4,498	\$4,618
GS-2-----	3,843	3,974	4,105	4,236	4,367	4,498	4,629	4,760	4,891	5,022
GS-3-----	4,185	4,326	4,467	4,608	4,749	4,890	5,031	5,172	5,313	5,454
GS-4-----	4,680	4,837	4,994	5,151	5,308	5,465	5,622	5,779	5,936	6,093
GS-5-----	5,230	5,402	5,574	5,746	5,918	6,090	6,262	6,434	6,606	6,778
GS-6-----	5,755	5,948	6,141	6,334	6,527	6,720	6,913	7,106	7,299	7,492
GS-7-----	6,322	6,531	6,740	6,949	7,158	7,367	7,576	7,785	7,994	8,203
GS-8-----	6,927	7,157	7,387	7,617	7,847	8,077	8,307	8,537	8,767	8,997
GS-9-----	7,545	7,801	8,057	8,313	8,569	8,825	9,081	9,337	9,593	9,849
GS-10-----	8,256	8,538	8,820	9,102	9,384	9,666	9,948	10,230	10,512	10,794
GS-11-----	9,040	9,348	9,656	9,964	10,272	10,580	10,888	11,196	11,504	11,812
GS-12-----	10,711	11,082	11,453	11,824	12,195	12,566	12,937	13,308	13,679	14,050
GS-13-----	12,618	13,057	13,496	13,935	14,374	14,813	15,252	15,691	16,130	16,569
GS-14-----	14,808	15,320	15,832	16,344	16,856	17,368	17,880	18,392	18,904	19,416
GS-15-----	17,200	17,796	18,392	18,988	19,584	20,180	20,776	21,372	21,968	22,564
GS-16-----	19,790	20,474	21,158	21,842	22,526	23,210	23,894	24,578	25,262	-----
GS-17-----	22,410	23,194	23,978	24,762	25,546	-----	-----	-----	-----	-----
GS-18-----	25,602	-----	-----	-----	-----	-----	-----	-----	-----	-----

8 (b) Except as provided in section 504 (d) of the Fed-
 9 eral Salary Reform Act of 1962 (78 Stat. 412; 5 U.S.C.
 10 1173 (d)), the rates of basic compensation of officers and
 11 employees to whom the compensation schedule sets forth in
 12 subsection (a) of this section applies shall be initially ad-
 13 justed as of the effective date of this section, as follows:

14 (1) If the officer or employee is receiving basic
 15 compensation immediately prior to the effective date of
 16 this section at one of the rates of a grade in the General
 17 Schedule of the Classification Act of 1949, as amended,

1 he shall receive a rate of basic compensation at the cor-
2 responding rate in effect on and after such date.

3 (2) If the officer or employee is receiving basic
4 compensation immediately prior to the effective date of
5 this section at a rate between two rates of a grade in
6 the General Schedule of the Classification Act of 1949,
7 as amended, he shall receive a rate of basic compensa-
8 tion at the higher of the two corresponding rates in
9 effect on and after such date.

10 (3) If the officer or employee is receiving basic
11 compensation immediately prior to the effective date of
12 this section at a rate in excess of the maximum rate for
13 his grade, he shall receive (A) the maximum rate for
14 his grade in the new schedule, or (B) his existing rate
15 of basic compensation if such existing rate is higher.

16 (4) If the officer or employee, immediately prior to
17 the effective date of this section, is receiving, pursuant
18 to section 2 (b) (4) of the Federal Employees Salary
19 Increase Act of 1955, an existing aggregate rate of
20 compensation determined under section 208 (b) of the
21 Act of September 1, 1954 (68 Stat. 1111), plus sub-
22 sequent increases authorized by law, he shall receive an
23 aggregate rate of compensation equal to the sum of his

1 existing aggregate rate of compensation, on the day
2 preceding the effective date of this section, plus the
3 amount of increase made by this section in the maximum
4 rate of his grade, until (i) he leaves his position, or (ii)
5 he is entitled to receive aggregate compensation at a
6 higher rate by reason of the operation of this Act or any
7 other provision of law; but, when such position becomes
8 vacant, the aggregate rate of compensation of any subse-
9 quent appointee thereto shall be fixed in accordance with
10 applicable provisions of law. Subject to clauses (i)
11 and (ii) of the immediately preceding sentence of this
12 paragraph, the amount of the increase provided by this
13 section shall be held and considered for the purposes of
14 section 208 (b) of the Act of September 1, 1954, to
15 constitute a part of the existing rate of compensation of
16 the employee.

17 REDETERMINATIONS OF ACCEPTABLE LEVELS OF
18 COMPETENCE

19 SEC. 103. Section 701 of the Classification Act of 1949,
20 as amended (5 U.S.C. 1121), is amended by adding the
21 following new subsection at the end thereof:

22 “(c) Whenever a determination is made under sub-
23 section (a) of this section that the work of an officer or
24 employee is not of an acceptable level of competence, he
25 shall promptly be given written notice of the determination

1 and an opportunity to secure a reconsideration of the deter-
2 mination within his department, under fair and equitable
3 procedures which shall be established by the Commission. If
4 the reconsideration results in a determination that the work
5 of such officer or employee had been of an acceptable level
6 of competence, the new determination shall supersede the
7 earlier determination and shall be deemed to have been made
8 as of the date of the earlier determination. If the earlier
9 determination is affirmed by his department, the employee
10 shall have the right of appeal to the Commission. The Com-
11 mission shall review such number of reconsideration de-
12 cisions of the departments to enable the Commission to de-
13 termine whether they are being made in a fair and equitable
14 manner.”

15 OVERTIME COMPENSATION

16 SEC. 104. (a) Sections 201 and 202 of the Federal
17 Employees Pay Act of 1945, as amended (68 Stat. 1109;
18 5 U.S.C. 911 and 912), are each amended by striking out
19 “grade GS-9” and inserting in lieu thereof “grade GS-10”.

20 (b) Section 201 of the Federal Employees Pay Act of
21 1945, as amended (68 Stat. 1109; 5 U.S.C. 911), is
22 amended by striking out “All hours of work officially ordered
23 or approved in excess of forty hours in any administrative
24 workweek” and inserting in lieu thereof “All hours of work
25 officially ordered or approved in excess of eight hours per

1 day or in excess of forty hours in any administrative work-
2 week”.

3 (c) Section 204 of the Federal Employees Pay Act of
4 1945, as amended (68 Stat. 1110; 5 U.S.C. 912b), is
5 amended by adding at the end thereof the following sen-
6 tence: “To the maximum extent practicable, the head of
7 any department, independent establishment, or agency, in-
8 cluding Government-owned or controlled corporations, or of
9 the municipal government of the District of Columbia, or the
10 head of any legislative or judicial agency to which this title
11 applies, shall schedule the time to be spent by an officer or
12 employee in a travel status away from his official duty sta-
13 tion within the regularly scheduled workweek of such officer
14 or employee.”.

15 **POSTAL FIELD SERVICE EMPLOYEES**

16 **SEC. 105.** (a) Section 3542 (a) of title 39, United
17 States Code, is amended to read as follows:

18 “(a) There is established a basic compensation schedule
19 for positions in the postal field service which shall be known
20 as the Postal Field Service Schedule and for which the
21 symbol shall be ‘PFS’. Except as provided in section 111
22 (b) of the Federal Salary Adjustment Act of 1965 and in
23 sections 3543 and 3544 of this title, basic compensation shall
24 be paid to all employees in accordance with such schedule.

1

“POSTAL FIELD SERVICE SCHEDULE

“PFS	Per annum rates and steps											
	1	2	3	4	5	6	7	8	9	10	11	12
1-----	\$4, 120	\$4, 256	\$4, 392	\$4, 528	\$4, 664	\$4, 800	\$4, 936	\$5, 072	\$5, 208	\$5, 344	\$5, 480	\$5, 616
2-----	4, 465	4, 611	4, 757	4, 903	5, 049	5, 195	5, 341	5, 487	5, 633	5, 779	5, 925	6, 071
3-----	4, 822	4, 984	5, 146	5, 308	5, 470	5, 632	5, 794	5, 956	6, 118	6, 280	6, 442	6, 604
4-----	5, 230	5, 402	5, 574	5, 746	5, 918	6, 090	6, 262	6, 434	6, 606	6, 778	6, 950	7, 122
5-----	5, 585	5, 773	5, 961	6, 149	6, 337	6, 525	6, 713	6, 901	7, 089	7, 277	7, 465	7, 653
6-----	5, 990	6, 189	6, 388	6, 587	6, 786	6, 985	7, 184	7, 383	7, 582	7, 781	7, 980	8, 179
7-----	6, 418	6, 632	6, 846	7, 060	7, 274	7, 488	7, 702	7, 916	8, 130	8, 344	8, 558	-----
8-----	6, 949	7, 179	7, 409	7, 639	7, 869	8, 099	8, 329	8, 559	8, 789	9, 019	-----	-----
9-----	7, 511	7, 762	8, 013	8, 264	8, 515	8, 766	9, 017	9, 268	9, 519	9, 770	-----	-----
10-----	8, 181	8, 458	8, 735	9, 012	9, 289	9, 566	9, 843	10, 120	10, 397	10, 674	-----	-----
11-----	9, 040	9, 348	9, 656	9, 964	10, 272	10, 580	10, 888	11, 196	11, 504	11, 812	-----	-----
12-----	10, 000	10, 340	10, 680	11, 020	11, 360	11, 700	12, 040	12, 380	12, 720	13, 060	-----	-----
13-----	11, 052	11, 433	11, 814	12, 195	12, 576	12, 957	13, 338	13, 719	14, 100	14, 481	-----	-----
14-----	12, 185	12, 608	13, 031	13, 454	13, 877	14, 300	14, 723	15, 146	15, 569	15, 992	-----	-----
15-----	13, 465	13, 930	14, 395	14, 860	15, 325	15, 790	16, 255	16, 720	17, 185	17, 650	-----	-----
16-----	14, 882	15, 399	15, 916	16, 433	16, 950	17, 467	17, 984	18, 501	19, 018	19, 535	-----	-----
17-----	16, 463	17, 038	17, 613	18, 188	18, 763	19, 338	19, 913	20, 488	21, 063	21, 638	-----	-----
18-----	18, 240	18, 877	19, 514	20, 151	20, 788	21, 425	22, 062	22, 699	23, 336	23, 973	-----	-----
19-----	20, 215	20, 920	21, 625	22, 330	23, 035	23, 740	24, 445	25, 150	-----	-----	-----	-----
20-----	22, 410	23, 194	23, 978	24, 762	25, 546	-----	-----	-----	-----	-----	-----	”.

2 (b) Section 3543 (a) of title 39, United States Code,
3 is amended to read as follows:

4 “(a) There is established a basic compensation sched-
5 ule which shall be known as the Rural Carrier Schedule and
6 for which the symbol shall be ‘RCS’. Except as provided
7 in section 111 (b) of the Federal Salary Adjustment Act of
8 1965, compensation shall be paid to rural carriers in accord-
9 ance with this schedule.

10

“RURAL CARRIER SCHEDULE

	“Per annum rates and steps											
	1	2	3	4	5	6	7	8	9	10	11	12
Carrier in rural delivery serv- ice; fixed compensation per annum-----	\$2, 350	\$2, 462	\$2, 574	\$2, 686	\$2, 798	\$2, 910	\$3, 022	\$3, 134	\$3, 246	\$3, 358	\$3, 470	\$3, 582
Compensation per mile per annum for each mile up to 30 miles of route-----	86	88	90	92	94	96	98	100	102	104	106	108
For each mile of route over 30 miles-----	25	25	25	25	25	25	25	25	25	25	25	25”.

11 (c) Section 3544 (a) of title 39, United States Code,
12 is amended to read as follows:

13 “(a) There is established a basic compensation schedule

1 which shall be known as the Fourth Class Office Schedule
2 and for which the symbol shall be 'FOS', for postmasters
3 in post offices of the fourth class which is based on the
4 revenue units of the post office for the preceding fiscal year.
5 Except as provided in section 111 (b) of the Federal Salary
6 Adjustment Act of 1965, basic compensation shall be paid
7 to postmasters in post offices of the fourth class in accord-
8 ance with this schedule.

9 "FOURTH CLASS OFFICE SCHEDULE

"Revenue units	Per annum rates and steps											
	1	2	3	4	5	6	7	8	9	10	11	12
30 but less than 36...	\$3,936	\$4,067	\$4,198	\$4,329	\$4,460	\$4,591	\$4,722	\$4,853	\$4,984	\$5,115	\$5,246	\$5,377
24 but less than 30...	3,643	3,763	3,883	4,003	4,123	4,243	4,363	4,483	4,603	4,723	4,843	4,963
18 but less than 24...	3,009	3,110	3,211	3,312	3,413	3,514	3,615	3,716	3,817	3,918	4,019	4,120
12 but less than 18...	2,360	2,436	2,512	2,588	2,664	2,740	2,816	2,892	2,968	3,044	3,120	3,196
6 but less than 12...	1,701	1,755	1,809	1,863	1,917	1,971	2,025	2,079	2,133	2,187	2,241	2,295
Less than 6.....	1,372	1,416	1,460	1,504	1,548	1,592	1,636	1,680	1,724	1,768	1,812	1,856".

10 (d) The basic compensation of each employee subject
11 to the Postal Field Service Schedule, the Rural Carrier
12 Schedule, or the Fourth Class Office Schedule immediately
13 prior to the effective date of this section shall be determined
14 as follows:

15 (1) Each employee shall be assigned to the same
16 numerical step for his position which he had attained
17 immediately prior to such effective date. If changes
18 in levels or steps would otherwise occur on such effective
19 date without regard to enactment of this title, such
20 changes shall be deemed to have occurred prior to con-
21 version.

(2) If the existing basic compensation is greater than the rate to which the employee is converted under paragraph (1) of this subsection, the employee shall be placed in the lowest step which exceeds his basic compensation. If the existing basic compensation exceeds the maximum step of his position, his existing basic compensation shall be established as his basic compensation.

POSTAL SENIORITY SALARY ADJUSTMENTS

SEC. 106. Section 3552 (d) of title 39, United States Code, is amended to read as follows:

“(d) Notwithstanding any other provision of this section, the Postmaster General shall advance any employee in the postal field service who—

“(1) was promoted to a higher level between July 9, 1960, and October 13, 1962; and

“(2) is senior with respect to total postal service to an employee in the same post office promoted to the same level on or after October 13, 1962, and is in a step in the same level below the step of the junior employee.

Such advancement by the Postmaster General shall be to the highest step which is held by any such junior employee.

Any increase under the provisions of this subsection shall not constitute an equivalent increase and credit earned prior to

1 adjustment under this subsection for advancement to the next
2 step shall be retained.”

3 POSTAL SERVICE OVERTIME AND HOLIDAY COMPENSATION

4 SEC. 107. (a) Section 3571 of title 39, United States
5 Code, is amended to read as follows:

6 “§ 3571. **Maximum hours of work**

7 “Employees may not be required to work more than
8 twelve hours a day except for emergencies as determined by
9 the Postmaster General. The work schedule of an annual
10 rate or hourly rate regular employee shall be regulated so
11 that the eight hours of scheduled service does not extend
12 over a longer period than ten consecutive hours. The work
13 span of any other employee shall not extend over a longer
14 period than twelve consecutive hours. A basic workweek is
15 established for all postal field service employees, consisting
16 of five eight-hour days excluding Saturday and Sunday. To
17 provide service on days other than those included in the basic
18 workweek, the Postmaster General shall establish work
19 schedules in advance for annual rate regular employees con-
20 sisting of five eight-hour days in each week. To the maxi-
21 mum extent possible, senior annual rate regular employees
22 shall be assigned to the basic workweek, except for any such
23 senior annual rate regular employee who expresses a prefer-
24 ence for a workweek other than the basic workweek.”

1 (b) Section 3573 of title 39, United States Code, is
2 amended to read as follows:

3 **“§ 3573. Compensatory time, overtime, and holidays**

4 “(a) In emergencies or if the needs of the service re-
5 quire, the Postmaster General may require employees to per-
6 form overtime work or to work on holidays. Overtime work
7 is any work officially ordered or approved which is per-
8 formed by—

9 “(1) an annual rate regular employee in excess of
10 his regular work schedule or on a Sunday,

11 “(2) an hourly rate regular employee (A) in excess
12 of eight hours in a day, (B) in excess of forty hours in
13 a week, or (C) on a Sunday, and

14 “(3) a substitute employee (A) in excess of eight
15 hours a day or (B) in excess of forty hours a week.

16 “(b) For each hour of overtime work, an employee in
17 the PFS schedule shall be compensated as follows:

18 “(1) Each employee in or below salary level PFS-
19 10 shall be paid at the rate of 150 per centum of the
20 hourly rate of basic compensation for his level and step
21 computed by dividing the scheduled annual rate of basic
22 compensation by 2,080.

23 “(2) Each employee in or above salary level PFS-

1 11 shall be granted compensatory time equal to the over-
2 time work or, in the discretion of the Postmaster Gen-
3 eral, in lieu thereof shall be paid at the rate of 150 per
4 centum of the hourly rate of basic compensation of the
5 employee or of the hourly rate of the basic compensation
6 for the highest step rate of salary level PFS-10, which-
7 ever is the lesser.

8 “(c) For officially ordered or approved time worked on
9 a day referred to as a holiday in the Act of December 26,
10 1941 (55 Stat. 862; 5 U.S.C. 87b), or on a day designated
11 by Executive order as a holiday for Federal employees,
12 under regulations prescribed by the Postmaster General, an
13 employee in the PFS schedule shall be paid, in lieu of all
14 other compensation, as follows:

15 “(1) Each employee in or below salary level
16 PFS-10 shall be paid at the rate of 200 per centum
17 of the hourly rate of basic compensation for his level
18 and step computed by dividing the scheduled annual
19 rate of basic compensation by 2080.

20 “(2) Each employee in or above salary level
21 PFS-11 shall be granted compensatory time in an
22 amount equal to the time worked on such holiday within
23 thirty working days thereafter or, in the discretion of
24 the Postmaster General, in lieu thereof shall be com-
25 pensated for the time so worked at the rate of 200 per

centum of the hourly rate of basic compensation for his level and step computed by dividing the scheduled annual rate of basic compensation by 2080.

Notwithstanding any other provision of this subsection, for work performed on Christmas Day, each employee shall be paid at the rate of 250 per centum of the hourly rate of basic compensation for his level and step computed by dividing the scheduled annual rate of basic compensation by 2080.

“(d) The Postmaster General shall establish conditions for the use of compensatory time earned and the payment of compensation for unused compensatory time.

“(e) If an employee is entitled under this section to unused compensatory time at the time of his death, the Postmaster General shall pay at the rate prescribed in this section, but not less than a sum equal to the employee's hourly basic compensation, for each hour of such unused compensatory time to the person or persons surviving at the date of such employee's death. Such payment shall be made in the order of precedence prescribed in the first section of the Act of August 3, 1950 (5 U.S.C. 61f), and shall be a bar to recovery by any other persons of amounts so paid.

“(f) Notwithstanding any provision of this section, other than subsection (e), no employee shall be paid overtime or holiday compensation for a pay period which when

1 added to his basic compensation for the pay period exceeds
2 one twenty-sixth of the annual rate of basic compensation
3 for the highest step of salary level PFS-17.

4 “(g) For the purposes of this section and section 3571
5 of this title—

6 “(1) ‘annual rate regular employee’ means an em-
7 ployee for whom the Postmaster General has established
8 a regular work schedule consisting of five eight-hour days
9 in accordance with section 3571 of this title;

10 “(2) ‘hourly rate regular employee’ means an
11 employee for whom the Postmaster General has estab-
12 lished a regular work schedule consisting of not more
13 than forty hours a week; and

14 “(3) ‘substitute employee’ means an employee for
15 whom the Postmaster General has not established a
16 regular work schedule.”

17 (c) Section 3575 of title 39, United States Code, is
18 amended to read as follows:

19 **“§ 3575. Exemptions**

20 “(a) Sections 3571, 3573, and 3574 of this title do not
21 apply to postmasters, rural carriers, postal inspectors, and
22 employees in salary level PFS-15 and above.

23 “(b) Sections 3571 and 3573 of this title do not apply
24 to employees referred to in section 3581 of this title.

1 “(c) Section 3571 of this title does not apply to em-
2 ployees in post offices of the third class.”

3 POSTAL EMPLOYEES RELOCATION EXPENSES

4 SEC. 108. (a) That part of chapter 41 of title 39,
5 United States Code, which precedes the center heading “Spe-
6 cial Classes of Employees” and section 3111 thereof, is
7 amended by inserting at the end thereof the following new
8 section:

9 **“§ 3107. Postal employees relocation expenses**

10 “Notwithstanding any other provision of law, each em-
11 ployee in the postal field service who is transferred or relo-
12 cated from one official station to another shall, under regula-
13 tions promulgated by the Postmaster General, be granted
14 the following allowances and expenses:

15 “(1) Per diem allowance, in lieu of subsistence ex-
16 penses, for each member of his immediate family while en
17 route between his old and new official stations, not in excess
18 of the maximum per diem rates prescribed by or pursuant to
19 law for employees of the Federal Government.

20 “(2) Subsistence expenses of the employee and each
21 member of his immediate family for a period of not to
22 exceed thirty days while occupying temporary quarters at
23 the place of his new official duty station, but not in excess

1 of the maximum per diem rates prescribed by or pursuant
2 to law for employees of the Federal Government.

3 “(3) Seven days of leave with pay which shall not be
4 charged to any other leave to which he is entitled under
5 existing law.”

6 (b) That part of the table of contents of such chapter
7 41 under the heading “**Employees Generally**” is amended
8 by inserting

“3107. Postal employees relocation expenses.”

9 immediately below

“3106. Special compensation rules.”.

10 EMPLOYEES IN THE DEPARTMENT OF MEDICINE AND
11 SURGERY OF THE VETERANS’ ADMINISTRATION

12 SEC. 109. Section 4107 of title 38, United States Code,
13 relating to grades and pay scales for certain positions within
14 the Department of Medicine and Surgery of the Veterans’
15 Administration, is amended to read as follows:

16 “§ 4107. **Grades and pay scales**

17 “(a) Except as provided in section 111 (b) of the Fed-
18 eral Salary Adjustment Act of 1965, the per annum full-pay
19 scale or ranges for positions provided in section 4103 of this
20 title, other than Chief Medical Director and Deputy Chief
21 Medical Director, shall be as follows:

22 “SECTION 4103 SCHEDULE

23 “Assistant Chief Medical Director, \$25,602.

1 “Medical Director, \$22,410 minimum to \$25,545 maxi-
2 mum.

3 “Director of Nursing Service, \$17,200 minimum to
4 \$22,564 maximum.

5 “Director of Chaplain Service, \$17,200 minimum to
6 \$22,564 maximum.

7 “Chief Pharmacist, \$17,200 minimum to \$22,564 maxi-
8 mum.

9 “Chief Dietitian, \$17,200 minimum to \$22,564 maxi-
10 mum.

11 “(b) (1) The grades and per annum full-pay ranges
12 for positions provided in paragraph (1) of section 4104 of
13 this title shall be as follows:

14 “PHYSICIAN AND DENTIST SCHEDULE

15 “Director grade, \$19,790 minimum to \$25,262 maxi-
16 mum.

17 “Executive grade, \$18,449 minimum to \$24,234 maxi-
18 mum.

19 “Chief grade, \$17,200 minimum to \$22,564 maxi-
20 mum.

21 “Senior grade, \$14,808 minimum to \$19,416 maxi-
22 mum.

23 “Intermediate grade, \$12,618 minimum to \$16,569
24 maximum.

1 “Full grade, \$10,711 minimum to \$14,050 maximum.

2 “Associate grade, \$9,040 minimum to \$11,812 maxi-
3 mum.

4 “NURSE SCHEDULE

5 “Assistant Director grade, \$14,808 minimum to
6 \$19,416 maximum.

7 “Chief grade, \$12,618 minimum to \$16,569 maxi-
8 mum.

9 “Senior grade, \$10,711 minimum to \$14,050 maxi-
10 mum.

11 “Intermediate grade, \$9,040 minimum to \$11,812
12 maximum.

13 “Full grade, \$7,545 minimum to \$9,849 maximum.

14 “Associate grade, \$6,600 minimum to \$8,575 maxi-
15 mum.

16 “Junior grade, \$5,755 minimum to \$7,492 maximum.

17 “(2) No person may hold the director grade unless
18 he is serving as a director of a hospital, domiciliary, center,
19 or outpatient clinic (independent). No person may hold
20 the executive grade unless he holds the position of chief of
21 staff at a hospital, center, or outpatient clinic (independent),
22 or the position of clinic director at an outpatient clinic, or
23 comparable position.”

FOREIGN SERVICE OFFICERS; STAFF OFFICERS AND
EMPLOYEES

SEC. 110. (a) The fourth sentence of section 412 of the Foreign Service Act of 1946, as amended (22 U.S.C. 867), is amended to read as follows: "Except as provided in section 111 (b) of the Federal Salary Adjustment Act of 1965, the per annum salaries of Foreign Service officers within each of the other classes shall be as follows:

"Class 1.....	\$23, 670	\$24, 636	\$25, 602	-----	-----	-----	-----
Class 2.....	19, 117	19, 781	20, 445	\$21, 109	\$21, 773	\$22, 437	\$23, 101
Class 3.....	15, 530	16, 068	16, 606	17, 144	17, 682	18, 220	18, 758
Class 4.....	12, 618	13, 057	13, 496	13, 935	14, 374	14, 813	15, 252
Class 5.....	10, 395	10, 755	11, 115	11, 475	11, 835	12, 195	12, 555
Class 6.....	8, 668	8, 966	9, 264	9, 562	9, 860	10, 158	10, 456
Class 7.....	7, 324	7, 570	7, 816	8, 062	8, 308	8, 554	8, 800
Class 8.....	6, 322	6, 531	6, 740	6, 949	7, 158	7, 367	7, 576

(b) The second sentence of subsection (a) of section 415 of such Act (22 U.S.C. 870 (a)) is amended to read as follows: "Except as provided in section 111 (b) of the Federal Salary Adjustment Act of 1965, the per annum salaries of such staff officers and employees within each class shall be as follows:

"Class 1.....	\$15, 530	\$16, 068	\$16, 606	\$17, 144	\$17, 682	\$18, 220	\$18, 758	\$19, 296	\$19, 834	\$20, 372
Class 2.....	12, 618	13, 057	13, 496	13, 935	14, 374	14, 813	15, 252	15, 691	16, 130	16, 569
Class 3.....	10, 395	10, 755	11, 115	11, 475	11, 835	12, 195	12, 555	12, 915	13, 275	13, 635
Class 4.....	8, 668	8, 966	9, 264	9, 562	9, 860	10, 158	10, 456	10, 754	11, 052	11, 350
Class 5.....	7, 814	8, 081	8, 348	8, 615	8, 882	9, 149	9, 416	9, 683	9, 950	10, 217
Class 6.....	7, 060	7, 295	7, 530	7, 765	8, 000	8, 235	8, 470	8, 705	8, 940	9, 175
Class 7.....	6, 484	6, 698	6, 912	7, 126	7, 340	7, 554	7, 768	7, 982	8, 196	8, 410
Class 8.....	5, 740	5, 933	6, 126	6, 319	6, 512	6, 705	6, 898	7, 091	7, 284	7, 477
Class 9.....	5, 232	5, 405	5, 578	5, 751	5, 924	6, 097	6, 270	6, 443	6, 616	6, 789
Class 10.....	4, 680	4, 837	4, 994	5, 151	5, 308	5, 465	5, 622	5, 779	5, 936	6, 093

(c) Foreign Service officers, Reserve officers, and Foreign Service staff officers and employees who are entitled

1 to receive basic compensation immediately prior to the
2 effective date of this section at one of the rates provided by
3 section 412 or 415 of the Foreign Service Act of 1946
4 shall receive basic compensation, on and after such effective
5 date, at the rate of their class determined to be appropriate
6 by the Secretary of State.

7 FEDERAL SALARY COMPARISON AND ADJUSTMENT POLICY

8 SEC. 111. (a) Section 503 of the Federal Salary Re-
9 form Act of 1962 (76 Stat. 841; 5 U.S.C. 1172) is amended
10 to read as follows:

11 "IMPLEMENTATION OF POLICY

12 "SEC. 503. (a) In order to carry out the policy stated
13 in section 502 of this Act, the President—

14 "(1) shall direct such agency or agencies, as he
15 deems appropriate, annually to prepare and submit to
16 him a report which compares the rates of salary, as
17 fixed or authorized by or pursuant to law, for Federal
18 employees with the rates of salary paid for the same
19 levels of work in private enterprise as determined on
20 the basis of appropriate annual surveys conducted by
21 the Bureau of Labor Statistics; and

22 "(2) after seeking the views of such employee
23 organizations as he deems appropriate and in such
24 manner as he may provide, shall report annually to the
25 Congress—

1 “(A) this comparison of Federal and private
2 enterprise salary rates, and

3 “(B) such recommendations for revision of
4 salary schedules, salary structures, and compensa-
5 tion policy, as he deems advisable.

6 “(b) Procedures established by the President under
7 subsection (a) of this section for seeking the views of
8 employee organizations shall provide authorized repre-
9 sentatives of major Federal employee organizations the
10 opportunity—

11 “(1) to review the findings of the most recent
12 Bureau of Labor Statistics annual survey and the results
13 of the comparison of Federal salary schedules with rates
14 of salary in private enterprise, and

15 “(2) to submit their comments and recommenda-
16 tions for consideration.

17 Comments and recommendations submitted in accordance
18 with clause (2) of the immediately preceding sentence shall
19 be transmitted to the President with the report submitted to
20 him, by the agency or agencies he directs, which compares
21 the rates of salary fixed or authorized by or pursuant to law
22 for Federal employees with the rates of salary paid for the
23 same levels of work in private enterprise.”.

24 (b) (1) The rates of compensation and the ranges of

1 rates of compensation provided by the amendments made by
2 section 102 (a), section 105 (a), (b), and (c), section 109,
3 and section 110 (a) and (b) of this title, and the rates of
4 compensation provided for by section 113, section 114 (a),
5 (b), and (c), and section 115 of this title, shall be increased,
6 effective on the first day of the first pay period which begins
7 on or after October 1, 1966, by percentages which are equal
8 to the sum of—

9 (A) one-half of the percentage by which salary
10 rates paid for the same level of work in private enter-
11 prise for the months of February and March of 1965,
12 determined in accordance with policies and procedures
13 utilized in carrying out the provisions of section 503 of
14 the Federal Salary Reform Act of 1962 (as in effect
15 prior to the date of enactment of this title) exceed the
16 rates and ranges of rates provided by the sections of this
17 title referred to above, and

18 (B) the percentage by which salary rates paid for
19 the same level of work in private enterprise for the
20 months of February and March of 1966, determined in
21 accordance with policies and procedures utilized in carry-
22 ing out the provisions of the amendment made by subsec-
23 tion (a) of this section, exceed such salary rates for the
24 months of February and March of 1965, determined in
25 accordance with policies and procedures utilized in car-

1 rying out the provisions of section 503 of the Federal
2 Salary Reform Act of 1962 (as in effect prior to the
3 date of enactment of this title) .

4 The increased rates and ranges of rates of compensation
5 (other than rates within the purview of sections 113, 114,
6 and 115 of this title) which shall become effective as pro-
7 vided in this subsection shall—

8 (i) have the same effect as if they were specific
9 statutory enactments,

10 (ii) be printed in the Statutes at Large in the same
11 volumes as the public laws, and

12 (iii) be printed in the Federal Register.

13 (2) The provisions of—

14 (A) section 102 (b) of this title (relating to offi-
15 cers and employees subject to the General Schedule of
16 the Classification Act of 1949) ,

17 (B) section 105 (d) of this title (relating to em-
18 ployees subject to the Postal Field Service Schedule, the
19 Rural Carrier Schedule, and the Fourth Class Office
20 Schedule) , and

21 (C) section 110 (c) of this title (relating to cer-
22 tain officers and employees subject to the Foreign
23 Service Act of 1946)

24 shall govern, respectively, as of the effective date of this
25 subsection, the application and operation of paragraph (1)

1 of this subsection with respect to those officers and em-
2 ployees, respectively, within the purview of such sections.
3 For the purposes of paragraph (1) of this subsection, the
4 terms “effective date of this section”, “such date”, and “such
5 effective date”, wherever used in such sections 102 (b),
6 105 (d), and 110 (c), mean the effective date of this sub-
7 section.

8 (c) The President with respect to the executive branch
9 and the appropriate authority concerned with respect to the
10 legislative and judicial branches, shall prescribe and issue,
11 or provide for the preparation and promulgation of, such
12 salary schedules, rates of salary, and ranges of salary rates
13 as are necessary and appropriate to carry out the provisions,
14 accomplish the purposes, and govern the administration, of
15 subsection (b) of this section. Each salary rate shall be
16 fixed at a whole dollar amount.

17 SEVERANCE PAY

18 SEC. 112. (a) Except as provided in subsection (b)
19 of this section, this section applies to each civilian officer
20 or employee in or under—

21 (1) the executive branch of the Government of
22 the United States, including each corporation wholly
23 owned or controlled by the United States;

24 (2) the Library of Congress;

25 (3) the Government Printing Office;

1 (4) the General Accounting Office; or

2 (5) the municipal government of the District of
3 Columbia.

4 (b) This section does not apply to—

5 (1) an officer or employee whose rate of basic com-
6 pensation is fixed at a rate provided for one of the levels
7 of the Federal Executive Salary Schedule or is in excess
8 of the highest rate of grade 18 of the General Schedule
9 of the Classification Act of 1949, as amended;

10 (2) an officer or employee serving under an ap-
11 pointment with a definite time limitation;

12 (3) an alien employee who occupies a position out-
13 side the several States and the District of Columbia;

14 (4) an officer or employee who is subject to the
15 Civil Service Retirement Act, as amended, or any other
16 retirement law or retirement system applicable to Fed-
17 eral officers or employees or members of the uniformed
18 services, and who, at the time of separation from the
19 service, has fulfilled the requirements for immediate
20 annuity under any such law or system;

21 (5) an officer or employee who, at the time of
22 separation from the service, is receiving compensation
23 under the Federal Employees' Compensation Act, as
24 amended, except one receiving this compensation con-

1 currently with salary or on account of the death of an-
2 other person;

3 (6) an officer or employee who, at the time of
4 separation from the service, is entitled to receive other
5 severance pay from the Government; or

6 (7) such other officers or employees as may be ex-
7 cluded by rules and regulations of the President or of
8 such officer or agency as he may designate.

9 (c) An officer or employee to whom this section applies
10 who is involuntarily separated from the service, on or after
11 the effective date of this section, not by removal for cause
12 on charges of misconduct, delinquency, or inefficiency, shall,
13 under rules and regulations prescribed by the President or
14 such officer or agency as he may designate, be paid severance
15 pay in regular pay periods by the department, independent
16 establishment, corporation, or other governmental unit, from
17 which separated.

18 (d) Severance pay shall consist of two elements, a basic
19 severance allowance and an age adjustment allowance. The
20 basic severance allowance shall be computed on the basis of
21 one week's basic compensation at the rate received imme-
22 diately before separation for each year of civilian service up
23 to and including ten years for which severance pay has not
24 been received under this or any other authority and two
25 weeks' basic compensation at such rate for each year of

1 civilian service beyond ten years for which severance pay
2 has not been received under this or any other authority. The
3 age adjustment allowance shall be computed on the basis of
4 10 per centum of the total basic severance allowance for
5 each year by which the age of the recipient exceeds forty
6 years at the time of separation. Total severance pay re-
7 ceived under this section shall not exceed one year's pay at
8 the rate received immediately before separation.

9 (e) An officer or employee may be paid severance pay
10 only after having been employed currently for a continuous
11 period of at least twelve months.

12 (f) If an officer or employee is reemployed by the
13 Federal Government or the municipal government of the
14 District of Columbia before the expiration of the period
15 covered by payments of severance pay, the payments shall
16 be discontinued beginning with the date of reemployment and
17 the service represented by the unexpired portion of the
18 period shall be recredited to the officer or employee for use
19 in any subsequent computations of severance pay. For the
20 purposes of subsection (e), reemployment which causes
21 severance pay to be discontinued shall be considered as em-
22 ployment continuous with that serving as the basis for the
23 severance pay.

24 (g) If the officer or employee dies before the expiration
25 of the period covered by payments of severance pay, the

1 payments of severance pay with respect to such officer or
2 employee shall be continued as if such officer or employee
3 were living and shall be paid on a pay period basis to the sur-
4 vivor or survivors of such officer or employee in accordance
5 with the first section of the Act of August 3, 1950 (5 U.S.C.
6 61f).

7 (h) Severance pay under this section shall not be a basis
8 for payment, nor be included in the basis for computation,
9 of any other type of Federal or District of Columbia Gov-
10 ernment benefits, and any period covered by severance pay
11 shall not be regarded as a period of Federal or District of
12 Columbia Government service or employment.

13 AGRICULTURAL STABILIZATION AND CONSERVATION

14 COUNTY COMMITTEE EMPLOYEES

15 SEC. 113. The rates of compensation of persons em-
16 ployed by the county committees established pursuant to
17 section 8 (b) of the Soil Conservation and Domestic Allot-
18 ment Act (16 U.S.C. 590h (b)) shall be increased by
19 amounts equal, as nearly as may be practicable, to the in-
20 creases provided by section 102 (a) of this Act for corre-
21 sponding rates of compensation.

22 LEGISLATIVE BRANCH

23 SEC. 114. (a) Except as otherwise provided in this
24 section, each officer or employee in or under the legislative
25 branch of the Government, whose rate of compensation is

1 increased by section 5 of the Federal Employees Pay Act of
2 1946, shall be paid additional compensation at the rate of
3 $4\frac{1}{2}$ per centum of his gross rate of compensation (basic com-
4 pensation plus additional compensation authorized by law).

5 (b) The total annual compensation in effect immediately
6 prior to the effective date of this section of each officer or
7 employee of the House of Representatives, whose compen-
8 sation is disbursed by the Clerk of the House and is not
9 increased by reason of any other provision of this section,
10 shall be increased by an amount which is equal to the
11 amount of the increase provided by subsection (a) of this
12 section; except that this section shall not apply to the com-
13 pensation of student congressional interns authorized by
14 H. Res. 416 of the Eighty-ninth Congress.

15 (c) The rates of compensation of employees of the
16 House of Representatives whose compensation is fixed by
17 the House Employees Schedule under the House Employees
18 Position Classification Act (78 Stat. 1079; Public Law 88-
19 652; 2 U.S.C. 291-303) shall be increased by amounts
20 equal, as nearly as may be practicable, to the increases
21 provided by subsection (a) of this section; except, that this
22 section shall not apply to the compensation of those em-
23 ployees whose compensation is fixed by the House Wage
24 Schedule of such Act.

25 (d) The additional compensation provided by this sec-

1 tion shall be considered a part of basic compensation for the
2 purposes of the Civil Service Retirement Act (5 U.S.C.
3 2251 and the following).

4 (e) Section 601 (a) of the Legislative Reorganization
5 Act of 1946, as amended (2 U.S.C. 31), is amended to
6 read as follows:

7 “(a) The compensation of Senators, Representatives in
8 Congress, and the Resident Commissioner from Puerto Rico
9 shall be at the rate of \$30,000 per annum each. The com-
10 pensation of the Speaker of the House of Representatives
11 shall be at the rate of \$43,000 per annum. The compensa-
12 tion of the Majority Leader and the Minority Leader of the
13 House of Representatives shall be at the rate of \$35,000
14 per annum each.”

15 **FEDERAL JUDICIAL SALARIES**

16 SEC. 115. (a) The rates of basic compensation of officers
17 and employees in or under the judicial branch of the Govern-
18 ment whose rates of compensation are fixed by or pursuant
19 to paragraph (2) of subdivision a of section 62 of the Bank-
20 ruptcy Act (11 U.S.C. 102 (a) (2)), section 3656 of title
21 18, United States Code, the third sentence of section 603,
22 sections 672 to 675, inclusive, or section 604 (a) (5), of title
23 28, United States Code, insofar as the latter section applies
24 to graded positions, are hereby increased by amounts reflect-
25 ing the respective applicable increases provided by section

1 102 (a) of this Act in corresponding rates of compensation
2 for officers and employees subject to the Classification Act of
3 1949, as amended. The rates of basic compensation of offi-
4 cers and employees holding ungraded positions and whose
5 salaries are fixed pursuant to such section 604 (a) (5) may be
6 increased by the amounts reflecting the respective applicable
7 increases provided by section 102 (a) of this Act in corre-
8 sponding rates of compensation for officers and employees
9 subject to the Classification Act of 1949, as amended.

10 (b) The limitations provided by applicable law on the
11 effective date of this section with respect to the aggregate
12 salaries payable to secretaries and law clerks of circuit and
13 district judges are hereby increased by amounts which reflect
14 the respective applicable increases provided by section 102
15 (a) of this Act in corresponding rates of compensation for
16 officers and employees subject to the Classification Act of
17 1949, as amended.

18 (c) Section 753 (e) of title 28, United States Code (re-
19 lating to the compensation of court reporters for district
20 courts), is amended by striking out the existing salary limi-
21 tation contained therein and inserting a new limitation which
22 reflects the respective applicable increases provided by sec-
23 tion 102 (a) of this Act in corresponding rates of compensa-
24 tion for officers and employees subject to the Classification
25 Act of 1949, as amended.

1 INCREASED UNIFORM ALLOWANCE

2 SEC. 116. The Federal Employees Uniform Allowance
3 Act, as amended (68 Stat. 1114; 5 U.S.C. 2131), is
4 amended by striking out "\$100" wherever it appears therein
5 and inserting in lieu thereof "\$150".

6 CONVERSION OF PAY PERIODS OF CERTAIN EMPLOYEES TO
7 BIWEEKLY BASIS

8 SEC. 117. (a) Section 6 of the Act of June 30, 1906
9 (34 Stat. 763), as amended (5 U.S.C. 84), is amended by
10 changing the period at the end thereof to a colon and by
11 adding the following: "*And provided, That the compensa-*
12 *tion of any civilian officer or employee who is subject to this*
13 *Act may be computed in accordance with the provisions of*
14 *section 604 (d) of the Federal Employees Pay Act of 1945,*
15 *as amended (5 U.S.C. 944 (c))."*

16 (b) The following provisions of law are hereby
17 repealed:

18 (1) That part of section 10 of the Federal Reserve Act,
19 as amended (12 U.S.C. 241), relating to the compensation
20 of the Board of Governors, Federal Reserve System, which
21 reads "payable monthly,".

22 (2) That part of section 2 of the Federal Trade Com-
23 mission Act, as amended (15 U.S.C. 42), relating to the
24 compensation of the Secretary to the Federal Trade Com-
25 mission, which reads "who shall receive a salary, payable in

1 the same manner as the salaries of the judges of the courts
2 of the United States,”.

3 (3) That part of section 7443 (c) of the Internal Reve-
4 nue Code of 1954, relating to the compensation of judges of
5 the Tax Court of the United States, which reads “, to be paid
6 in monthly installments”.

7 MAXIMUM SALARY INCREASE LIMITATION

8 SEC. 118. Except as otherwise provided in section 114
9 (e) of this title, no rate of salary shall be increased, by
10 reason of the enactment of this title, to an amount in excess
11 of the salary rate now or hereafter in effect for Level V of
12 the Federal Executive Salary Schedule.

13 INCLUSION OF MEMBERS OF BOARD OF PAROLE IN LEVEL V
14 OF FEDERAL EXECUTIVE SALARY SCHEDULE

15 SEC. 119. Section 303 (e) of the Federal Executive
16 Salary Act of 1964 (78 Stat. 421; 5 U.S.C. 2211 (e)) is
17 amended by adding at the end thereof the following new
18 paragraph:

19 “(100) Members of the Board of Parole, Depart-
20 ment of Justice.”

21 ADJUSTMENT OF SALARY RATES FIXED BY ADMINISTRATIVE
22 ACTION

23 SEC. 120. (a) The rates of basic compensation of assist-
24 ant United States attorneys whose basic salaries are fixed
25 by section 508 of title 28, United States Code, shall be

1 increased by $4\frac{1}{2}$ per centum effective on the first day of
2 the first pay period which begins on or after October 1, 1965.

3 (b) Notwithstanding section 3679 of the Revised Stat-
4 utes, as amended (31 U.S.C. 665), the rates of compen-
5 sation of officers and employees of the Federal Government
6 and of the municipal government of the District of Columbia
7 whose rates of compensation are fixed by administrative
8 action pursuant to law and are not otherwise increased by
9 this Act are hereby authorized to be increased effective on
10 or after the first day of the first pay period which begins
11 on or after October 1, 1965, by amounts not to exceed the
12 increases provided by this Act for corresponding rates of
13 compensation in the appropriate schedule or scale of pay.

14 EFFECTIVE DATES

15 SEC. 121. This title shall become effective as follows:

16 (1) This section and sections 101, 111 (a), 112, 116,
17 and 120, and section 3107 (3) of title 39, United States
18 Code, as contained in the amendment made by section
19 108 (a) of this Act, shall become effective on the date of
20 enactment of this Act.

21 (2) Section 107 shall become effective on the first day
22 of the first pay period which begins on or after the date of
23 enactment of this Act.

24 (3) Sections 102, 104, 105, 106, 109, 110, 111 (b)
25 and (c) (except as otherwise specifically provided therein),

1 113, 114, 115, 117, 118, and 119 shall become effective on
2 the first day of the first pay period which begins on or after
3 October 1, 1965.

4 (4) Section 103 shall become effective on the ninetieth
5 day following the date of enactment of this Act.

6 (5) Section 108 (b), and section 3107 (1) and (2)
7 of title 39, United States Code, as contained in the amend-
8 ment made by section 108 (a) of this Act, shall become
9 effective as of July 1, 1965.

10 TITLE II

11 SHORT TITLE

12 SEC. 201. This title may be cited as the "Federal Salary
13 Review Commission Act".

14 FEDERAL SALARY REVIEW COMMISSION

15 SEC. 202. (a) There is hereby established a bipartisan
16 commission, to be known as the "Federal Salary Review
17 Commission" (hereinafter referred to as the "Commission"),
18 which shall be composed of eleven members, of whom (1)
19 five shall be appointed by the President of the United States,
20 not more than three of whom shall be of the same political
21 party and one of whom so designated by him shall be Chair-
22 man; (2) two shall be appointed by the President of the
23 Senate, who shall not be of the same political party; (3) two
24 shall be appointed by the Speaker of the House of Repre-
25 sentatives, who shall not be of the same political party; and

1 (4) two shall be appointed by the Chief Justice of the
2 United States, who shall not be of the same political party.

3 (b) No person holding any office, appointive or elec-
4 tive, under the United States (except retired officers or em-
5 ployees) shall be eligible for appointment to the Commis-
6 sion. The first members of the Commission shall be ap-
7 pointed not later than January 31, 1966, and shall serve
8 for one year. New members shall be appointed not later than
9 January 31 every fourth year thereafter, beginning in 1970,
10 for the same term. Members shall not be eligible for reap-
11 pointment. Members shall receive no compensation for their
12 services but shall be reimbursed for necessary expenses in-
13 curred in the performance of their duties.

14 (c) Appointment of employees may be without regard
15 to the civil service laws, but their compensation shall be in
16 accordance with the Classification Act of 1949, as amended.
17 Executive departments and agencies whose employees are
18 compensated under the statutory salary systems may detail
19 employees for service with the Commission without reim-
20 bursement. The services of experts and consultants may be
21 obtained by the Commission under the authority of section
22 15 of the Administrative Expenses Act of 1946, as amended
23 (5 U.S.C. 55a), at rates not to exceed \$100 per diem.
24 Necessary funds are authorized to be appropriated for ex-
25 penses of the Commission.

COMMISSION SALARY REVIEWS AND REPORTS

SEC. 203. (a) The Commission shall review the compensation, including rates of basic compensation and other forms of compensation, of (1) Senators, Representatives, and the Resident Commissioner from Puerto Rico; (2) Justices and Judges of the United States; and (3) the salary levels established under the Federal Executive Salary Act of 1964, with a view to maintaining proper levels and relationships among the rates of basic compensation of these officers and salary levels, and with the salary rates of the Classification Act of 1949, as amended.

(b) The Commission shall also review the principles, concepts, structures, and interrelationships of the statutory salary systems governing the compensation of Federal civilian employees of the executive departments and agencies.

(c) The Commission shall submit to the President not later than January 1, 1967, and January 1 of every fourth year thereafter beginning in 1971, a report containing its recommendations concerning rates of basic compensation and other forms of compensation for the categories referred to in subsection (a) of this section, concerning the principles, structure, and rates of the statutory salary systems referred to in subsection (b) of this section, and concerning such other matters relating to compensation as it deems pertinent.

1 SUBMISSION OF COMPENSATION RECOMMENDATIONS TO
2 CONGRESS

3 SEC. 204. The President, after consideration of such re-
4 port, shall transmit to the Congress, not later than March 31,
5 1967, and not later than March 31 of every fourth year
6 thereafter, beginning in 1971, his recommendations as to
7 the rates of basic compensation for the categories referred to
8 in section 203 (a) and (b) of this title.

9 PERMANENT SYSTEM FOR THE ESTABLISHMENT AND MAIN-
10 TENANCE OF PROPER SALARY RELATIONSHIPS IN FED-
11 ERAL EXECUTIVE, JUDICIAL, CONGRESSIONAL, AND
12 CAREER SALARIES

13 SEC. 205. Whenever the salary rates of the General
14 Schedule of the Classification Act of 1949, as amended, are
15 increased by or pursuant to law, the salary rate of each office
16 or position within the purview of sections 203 and 204 of
17 title II, sections 303 and 304 of title III, and section 403
18 of title IV, of the Government Employees Salary Reform
19 Act of 1964, as amended (78 Stat. 400), shall be increased
20 automatically, effective at the beginning of the next Congress
21 which begins immediately following the Congress during
22 which the salary rates of such schedule are so increased, by a
23 percentage equal to the greater of—

1 (1) the percentage of the increase so made in the
2 maximum salary rate of such schedule, or

3 (2) the average percentage of the increases so made
4 in the respective maximum salary rates of all grades of
5 such schedule.

89TH CONGRESS
1ST SESSION

H. R. 10281

A BILL

To adjust the rates of basic compensation of certain officers and employees in the Federal Government, to establish the Federal Salary Review Commission, and for other purposes.

By Mr. UDALL

AUGUST 4, 1965

Referred to the Committee on Post Office and Civil Service

DIGEST of Congressional Proceedings

OF INTEREST TO THE DEPARTMENT OF AGRICULTURE

UNITED STATES DEPARTMENT OF AGRICULTURE
WASHINGTON, D. C. 20250
OFFICIAL BUSINESS

POSTAGE AND FEES PAID
U. S. DEPARTMENT OF AGRICULTURE

OFFICE OF BUDGET AND FINANCE
(FOR INFORMATION ONLY;
TO BE QUOTED OR CITED)

Issued August 6, 1965
For actions of August 5, 1965
89th-1st; No. 143

CONTENTS

Adjournment.....14	Food marketing.....23	Price supports.....41
Administrative provisions.....47	Foreign affairs.....25,44	Public Law 480.....27
Air pollution.....16	Foreign trade.....10,24,38	Public works.....1,13
Appropriations..3,15,16,46	Foreign service.....7	Reclamation.....42,48
Butter.....32	Grants-in-aid.....17	Research.....18,20,44
CCC.....19,22	Health.....49	Rice.....41
Census.....9	Holiday.....40	Saline water.....18
Claims.....28	Housing.....33	Social security.....31
Contracts.....29	Intergovernmental relations.....17	Stockpile.....6,21
Dairy.....32	Legislative program.....13	Sugar.....39
Disaster relief.....11,22	Loans.....33	Surplus property.....45
Economic development...13	Medicare.....31	Taxation.....44
Education.....43	Military construction.3,19	Trade expansion.....10
Farm labor.....36,49	Ocean freight.....27	Travel.....37
Farm program.....4,34,45	Oceanography.....20	Water pollution.....16
Federal aid.....17,43	Patents.....30	Watersheds.....5
Firefighting.....37	Pay.....8	Weights and measures...35
Fiscal policy.....12	Peace Corps.....2	Wildlife.....26
Floods.....11	Personnel.....8,37	

HIGHLIGHTS: See page 6

HOUSE

1. PUBLIC WORKS; ECONOMIC DEVELOPMENT. The Rules Committee reported a resolution for the consideration of S. 1648, the proposed Public Works and Economic Development Act of 1965. p. 18771
2. PEACE CORPS. Received the conference report on S. 2054, to authorize appropriations for the Peace Corps (H. Rept. 728). pp. 18751-2

3. MILITARY CONSTRUCTION. . The Appropriations Committee was granted permission to file by midnight Fri. a report on the bill making appropriations for military construction. p. 18750
4. FARM PROGRAM. Rep. Schmidhauser stated he hoped Congress would not adjourn until actions on the omnibus farm bill is completed. p. 18772
5. WATERSHEDS. The "Daily Digest" states that a subcommittee of the Agriculture Committee "ordered reported favorably to the full committee the Fishing Creek watershed project." p. D753
Received from the Budget Bureau plans for works of improvement on the following watersheds: Big Slough, Fla.; and Upper Big Nemaha, Nebr.; to Agriculture Committee. Choccolocco Creek, Ala.; Little Clear Creek, Ark.; Grove River, Ga.; South Fork Broad River, Ga.; Busseron (supplemental), Ind.; and Suasco (supplemental), Mass.; to Public Works Committee. p. 18805
6. STOCKPILE. A subcommittee of the Armed Services Committee voted to report to the full committee H. R. 9544, to authorize the disposal, without regard to the prescribed 6-month waiting period, of approximately 620,000 long tons of natural rubber from the national stockpile; H. Con. Res. 455, to dispose of hyoscine from the national stockpile; and H. R. 6852, to authorize the disposal, without regard to the prescribed 6-month waiting period, of approximately 47 million pounds of abaca from the national stockpile. pp. D753-4
7. FOREIGN SERVICE. The "Daily Digest" states that a subcommittee of the Foreign Affairs Committee voted to report to the full committee, with amendments, H. R. 6277, to amend the Foreign Service Act of 1946. p. D754
8. PERSONNEL; PAY. The "Daily Digest" states that the Post Office and Civil Service Committee voted to report (but did not actually report) H. R. 10281, the Federal pay bill; and H. R. 6165, to repeal 5 U. S. C. 33, which gives department heads discretion as to whether to appoint women. p. D755
9. CENSUS. The "Daily Digest" states that the Post Office and Civil Service Committee voted to report (but did not actually report) H. R. 6183, to provide a mid-decade census of population, unemployment, and housing. p. D755
10. FOREIGN TRADE. Rep. Reid, Ill., urged consideration of legislation to amend the Trade Expansion Act. pp. 18782-3
11. DISASTER RELIEF. Rep. Randall discussed the recent Missouri floods and outlined the provisions of a bill he intends to introduce to establish new Federal programs to assist communities in their disaster recovery. p. 18787-9
12. FISCAL POLICY. Rep. Fountain expressed concern over the "increasingly serious tax and fiscal problems of our States and localities," and inserted an article "Federal-State Fiscal Imbalance: The Dilemma." pp. 18791-3
13. LEGISLATIVE PROGRAM. Rep. Albert on Wed. and the balance of the week the House would consider the public works-economic development bill. pp. 18771-2
14. ADJOURNED until Mon., Aug. 9. p. 18805

DIGEST of Congressional Proceedings

OF INTEREST TO THE DEPARTMENT OF AGRICULTURE

UNITED STATES DEPARTMENT OF AGRICULTURE
WASHINGTON, D. C. 20250
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POSTAGE AND FEES PAID
U. S. DEPARTMENT OF AGRICULTURE

OFFICE OF BUDGET AND FINANCE
(FOR INFORMATION ONLY;
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Issued August 17, 1965
For actions of August 16, 1965
89th-1st.; No. 150

CONTENTS

Appropriations..4,11,12,14	Fund adjustments.....12	Public works.....1,21
Checks.....9	Insecticides.....18	Recreation.....5
Consumers.....6	Lands.....10,26	Retirement.....23
Dairy indemnity.....25	Military leave.....23	Rubber.....13
Economic development..1,21	Moving expenses.....23	Soil conservation.....19
Farm income.....22	Organization.....24	Stockpile.....13
Farm program.....3,17,20	Pay.....9	Trade expansion.....28
Florida agriculture.....15	Payrolling.....9	Transportation.....7,16
Foreign aid.....8	Personnel.....9,23	Water resources.....27
Foreign trade.....3,28	Poverty.....2	Wheat.....3,17,20

HIGHLIGHTS: Senate concurred in House amendments to public works economic development bill. Senate debated bill to expand poverty program. Sens. Young, N. Dak., Mondale, and McGovern discussed and inserted items on wheat sales to Russia. House committee reported pay bill. Rep. Ryan opposed wheat provision of farm bill. Sen. Nelson urged increased efforts to solve rural poverty problems.

SENATE

1. PUBLIC WORKS; ECONOMIC DEVELOPMENT. Concurred in the House amendments to S. 1648, the proposed Public Works and Economic Development Act of 1965 (pp. 19807-15). This bill will now be sent to the President. See Digest 148 for a summary of items of interest.

2. POVERTY. Began debate on H. R. 8283, to expand the war on poverty and enhance the effectiveness of programs under the Economic Opportunity Act of 1964. pp. 19781, 19791-5, 19796-807, 19815-25
Sen. Nelson urged greater emphasis on solving rural poverty problems and expressed hope "that Mr. S. hrivver will work more closely with Mr. Freeman during fiscal 1966, making it possible to draw more heavily on Department of Agriculture personnel well acquainted with rural problems and rural people." p. 19774
Sen. Scott inserted an article critical of the poverty program, "Accentuate the Positive: The Pill for Poverty is Jobs." pp. 19765-6
3. WHEAT; FOREIGN TRADE. Sens. Mondale and McGovern criticized the policy that 50 percent of wheat sold to Russia must be carried in U. S. ships, contended that this resulted in Russia buying wheat from Canada and other countries, and inserted several items on the matter. pp. 19761-4, 19788-90
Sen. McGovern defended the wheat provisions of the House farm bill and criticized charges that such provisions would result in a "bread tax." pp. 19790-1
Sen. Young, N. Dak., stated that the biggest single impediment to selling wheat to Russia was the 50 percent shipping requirement on U. S. vessels and inserted an editorial, "Lost Opportunities in Wheat." pp. 19753-4
4. DEFENSE DEPARTMENT APPROPRIATION BILL. A subcommittee of the Appropriations Committee voted to report to the full committee this bill, H. R. 9221. p. D796
5. RECREATION. Sen. Williams, N. J., commended recent passage of H. R. 89, to provide for establishment of the Delaware Water Gap National Recreation Area pp. 19759-60
6. CONSUMERS. Sen. Mondale commended a provision in the proposed Economic Opportunity Amendments of 1965 providing authority to pay all or part of the costs of consumer education programs under community action projects for low-income families and inserted two items on the subject. pp. 19772-3
7. TRANSPORTATION. Sen. Brewster spoke in support of a strong U. S. merchant marine and proposed that 75 percent (rather than the present 50 percent) of U. S. Government-generated cargo be shipped on American flag vessels. pp. 19825-7
8. FOREIGN AID. Sen. Morse reviewed the difficulties of the conferees in resolving differences of the House and Senate on the foreign aid authorization bill and stated that he "cannot vote in conference for the renewal of the old program." pp. 19829-30

HOUSE

9. PERSONNEL. The Post Office and Civil Service Committee reported without amendment H. R. 10281, the Federal pay bill (H. Rept. 792). p. 19746
Passed without amendment H. R. 6165, to repeal 5 U.S.C. 33, which gives department heads discretion as to whether to appoint women. pp. 19691-2
Passed without amendment S. 1309, to authorize checks to be drawn in favor of financial organizations for the credit of a person's account, under certain conditions (p. 19702-3). This bill will now be sent to the President. This bill authorizes Federal disbursing officers to make payment by sending

GOVERNMENT EMPLOYEES SALARY COMPARABILITY ACT

AUGUST 16, 1965.—Committed to the Committee of the Whole House on the State of the Union and ordered to be printed

Mr. UDALL, from the Committee on Post Office and Civil Service, submitted the following

R E P O R T

together with

MINORITY VIEWS

[To accompany H.R. 10281]

The Committee on Post Office and Civil Service, to whom was referred the bill (H.R. 10281) to adjust the rates of basic compensation of certain officers and employees in the Federal Government, to establish the Federal Salary Review Commission, and for other purposes, having considered the same, report favorably thereon without amendment and recommend that the bill do pass.

PURPOSE

The purpose of this legislation is to honor—through moderate but timely and meaningful salary adjustments—the pledges made by the committee, by the Congress, and by two Presidents of the United States that Federal salary rates shall be comparable with those paid by private enterprise for the same levels of work.

This principle of comparability was strongly reaffirmed by President Lyndon B. Johnson in his message on pay increases, submitted to the Congress May 12, 1965.¹ He declared that—

We do not have two standards of what makes a good employer in the United States: One standard for private enterprise and another for the Government. A double standard which puts the Government employee at a comparative disadvantage is shortsighted. In the long run, it costs more.

¹ Printed as H. Doc. 170, 89th Cong.

In all respects, save one, the Federal Government today is meeting the test of a good employer. In the last 4 years we have almost—but only almost—achieved adequate, up-to-date, and fair pay systems for all categories of Government personnel.

We must not cease our effort now.

STATEMENT

INDEX TO H.R. 10281

An index to the major provisions of H.R. 10281 is appended at the end of this report.

THE COMPARABILITY PRINCIPLE

The enactment of Federal civilian salary adjustments is essential to give full faith and credit to the policy of comparability of Federal and private enterprise salaries, first established by Public Law 87-793 and partly implemented by Public Law 88-426. This policy will be reaffirmed by approval of H.R. 10281, although the adjustments provided by the bill still will not quite bring full achievement of the comparability standard.

When the comparability principle for Federal salaries was first developed and officially recommended by President Kennedy, it was embraced by management and endorsed by the public. Moreover, and this is especially significant, it was accepted by organized labor and by all Federal employees as a sound, logical, and entirely valid concept which would satisfy the needs of both management and workers. Its enactment into law created a climate of labor-management cooperation never before attained in the Government. Federal employees faced the future with confidence and enthusiasm that went hand in hand with loyalty and diligence in the performance of their assigned tasks. However, the 3-year history of operations under the comparability policy also has been marked by great patience on the part of employees—for not a single Federal salary has yet been brought to even a close approximation of full and current comparability with its opposite number in private enterprise. Enactment of H.R. 10281 will, in large part, reward that patience.

When the salary adjustments provided by this legislation become effective, postal and other Federal salaries in the lower grades and levels will have achieved comparability with private enterprise rates in effect for approximately the midpoint between February–March of 1965 and February–March of 1966. Comparability for the middle and the higher grades and levels will relate to private enterprise rates of a year to 18 months earlier. Thus, some three-fifths of the existing “comparability” lag of nearly 30 months will have been corrected in the lower grades and levels, and the lag for the other grades and levels will have been substantially reduced.

SALARY ADJUSTMENTS; OTHER MAJOR BENEFITS

The chief thrust of this legislation is embodied in its provisions for two separate salary adjustments, one to be effective with the first pay period beginning on or after October 1, 1965, and the second to become

effective a year later. These adjustments were carefully scheduled in this manner in view of present and future budgetary considerations.

The first such adjustment provides 4½-percent increases in every salary step rate and range of rates in the statutory salary systems, as nearly as the percentage can be suitably calculated. The maximum variances above and below the 4½-percent formula are one-tenth of 1 percent and one-twentieth of 1 percent, respectively, and occur in only a very few step rates. These slight variances are necessary to maintain uniformity of step rates within grades and levels.

The amounts and the related percentages of the second increase, effective a year later, will be determined under a special, two-factor formula set forth in the bill. Federal salaries will be increased, for the first factor, by one-half of the percentage by which they are exceeded by salary rates paid for the same level of work in private enterprise for the months of February and March of 1965. Such Federal salaries will be further increased, for the second factor, by percentages equal to those by which salary rates paid for the same level of work in private enterprise shall have increased from the February–March period in 1965 to the February–March period in 1966.

The sum of these two percentage factors will represent the aggregate percentage by which each salary step-rate in each grade and level (or range of rates where appropriate) will be increased. This will be effective on the first pay period beginning on or after October 1, 1966.

The salary adjustments are granted all employees who have been covered by recent general salary increase enactments: employees subject to the Classification Act of 1949; employees in the postal field service; certain Veterans' Administration Department of Medicine and Surgery personnel; Foreign Service officers and staff officers and employees; Agricultural Stabilization and Conservation county committee employees; legislative employees; and employees in the judicial branch. Employees whose salaries are fixed by administrative action will receive the 4½-percent increase in October of 1965 by reason of enactment of the bill. The granting of a second increase in October of 1966 for these employees would be at the discretion of their agencies.

OVERTIME PAY

This legislation also achieves a major breakthrough in the improvement of Federal employees' overtime and holiday pay provisions in order to bring them closer to provisions of the kind widely accepted in modern, progressive private enterprise.

The postal field service, in particular, has labored under an archaic and inequitable set of strictures in the field of overtime work and overtime pay. Although a great deal of postal work is performed by substitute employees, the substitutes receive only straight hourly rate pay irrespective of the length or the irregularity of their daily and weekly duty assignments. Nor is any consideration whatever given to following the common practice of private industry of paying premium rates for work done on a Saturday or a Sunday. Similar weaknesses exist in the statutes and regulations governing holiday work and pay.

This unjust situation is corrected, and the overtime and holiday work program of the postal service is brought up to date, by provisions

in the bill which establish fair, moderate, and workable premium pay requirements for overtime and holiday work. These provisions, consistent with enlightened practices in private enterprise, are also in complete harmony with the comparability principle of Public Law 87-793 and, indeed, are necessary to round out the congressional policy adopted in that act.

SEVERANCE PAY

Another serious deficiency in Federal employee benefits is corrected by the inclusion in H.R. 10281 of provisions granting fair and reasonable severance pay allowances to Federal employees who are separated from the service through no fault of their own and have not yet become eligible for immediate civil service retirement benefits. The severance pay provisions are based on an official recommendation of the President.

UNIFORM ALLOWANCES

Authorization under existing law for uniform allowances of up to \$100 yearly for Federal employees who are required to wear uniforms was enacted 11 years ago, as part of Public Law 83-763. This authorization, and the maximum amount prescribed therein, has remained unchanged during the ensuing period, notwithstanding the very substantial and continuing rise in the costs incurred by these employees in procuring their uniforms. It is to be emphasized that most of the employees affected are in the lower salary levels. In recognition of such increased costs, and of the additional burden they constitute for the employees concerned, H.R. 10281 raises the maximum authorized uniform allowance from \$100 to \$150 per year.

FEDERAL SALARY REVIEW

Title II of H.R. 10281 makes two important and highly desirable improvements in existing law to provide sound, logical bases upon which all Federal civilian salaries—including salaries of Federal executives and judges and Members of Congress—will be evaluated and compared as an aid to the achievement and maintenance of appropriate relationships among them. Provision also is made for automatic adjustment in salary rates for Federal executives, judges, and Members of Congress in direct proportion to such adjustments in the salary rates of the general schedule of the Classification Act of 1949 as are enacted into law.

SUMMARY OF COSTS ¹

[In millions]

Provision	Fiscal year ending		
	1966	1967	1968 and thereafter
Salary increase, October 1965:			
Classification Act.....	\$300.0	\$400.0	\$400.0
Postal field service.....	142.35	189.8	189.8
Veterans' Administration.....	7.8	10.4	10.4
Foreign Service.....	6.3	8.4	8.4
ASCS employees.....	3.3	4.4	4.4
Legislative employees.....	2.48	3.3	3.3
Judicial employees.....	1.48	1.98	1.98
Salary increase, October 1966:			
Classification Act.....		404.7	539.6
Postal field service.....		148.72	198.3
Veterans' Administration.....		11.63	15.5
Foreign Service.....		10.5	14.0
ASCS employees.....		3.45	4.6
Legislative employees.....		2.6	3.45
Judicial employees.....		1.58	2.1
Fringe benefits:			
Overtime and holiday pay:			
Classification Act.....	11.25	15.0	15.0
Postal field service.....	94.95	126.6	126.6
Junior-senior adjustments, PFS.....	3.0	4.0	4.0
Severance pay.....	37.5	50.0	50.0
Uniform allowance.....	7.42	9.9	9.9
Relocation allowance, postal.....	3.45	4.6	4.6
Total.....	621.63	1,411.56	1,605.93

¹ Excludes employees whose pay is fixed by administrative action, for which no accurate estimates are available, and executives, judges, and Members of Congress, whose adjustments would not be effective until 1967.

EXPLANATION OF THE BILL BY SECTIONS

The foregoing summary of major features of the bill is supplemented by the more detailed review of all of the provisions of the bill which follows.

Title I of the bill, which may be cited as the "Federal Salary Adjustment Act of 1965," contains all of the provisions for salary adjustments and other benefits and perquisites applicable to employees who are subject to the statutory salary systems and to those others whose salaries and benefits are properly related thereto.

CLASSIFICATION ACT SALARY INCREASE, OCTOBER 1965

Section 102(a) establishes a new general schedule for the Classification Act of 1949, in which each salary step-rate is increased by 4½ percent over the corresponding rate in the existing general schedule.

Subsection (b) sets forth the customary rules which are necessary for the orderly conversion of employees to the proposed new general schedule. It is to be noted that section 111(b)(2) makes such conversion rules applicable to the second salary adjustment provided by section 111(b)(1).

REDETERMINATIONS OF ACCEPTABLE LEVELS OF COMPETENCE

Section 103 strengthens and improves that part of the Classification Act of 1949, as amended in 1962, which makes an administrative determination of "acceptable level of competence" a condition precedent to the granting of step-increases in pay. Provision is made for reconsideration of such a determination within the department or agency concerned under procedures established by the U.S. Civil Service Commission. Should the original adverse determination be sustained there, this section 103 further provides for an independent appeal to the Commission. It is the intent of the bill that the Commission shall give independent consideration to each such appeal and shall promptly render a decision thereon which shall be binding on the department or agency concerned. Any reversal of a determination that an employee's level of competence is not acceptable—whether pursuant to administrative reconsideration or an appeal to the Commission—shall be effective retroactively to the date of the earlier, adverse determination.

OVERTIME COMPENSATION (EXCEPT POSTAL SERVICE)

Subsections (a) and (b) of section 104 will modernize that part of the Federal Employees Pay Act of 1945 which now contains unduly restrictive overtime pay provisions. Present law authorizes overtime pay only for work in excess of 40 hours a week, and for employees in grade GS-10 and above permits calculation of their overtime pay at a maximum of the initial step-rate salary for grade GS-9. Subsections (a) and (b) broaden this to authorize overtime pay for all hours of work in excess of 8 hours in a day (as well as in excess of 40 hours in a week). It also substitutes an overtime pay limitation of the first step of grade GS-10 for the existing grade GS-9 limitation.

Section 104(c) gives appropriate recognition to an extremely burdensome situation under which many thousands of Federal employees, assigned to temporary work requiring official travel away from their regular posts of duty, are being required to travel to and from such temporary worksites on their own time and outside of their regular hourly and weekly duty tours. The subsection requires the heads of departments and agencies, to the maximum extent practicable, to schedule all such travel time away from an employee's official duty station within his regularly scheduled workweek.

This subsection was adopted in lieu of a proposal (which had strong support) to grant overtime pay for all hours spent by employees in official travel during times not within their regularly scheduled tours of duty. The language in the bill was approved in consideration of a firm commitment that the Subcommittee on Compensation will conduct a prompt investigation and will hold public hearings on this very serious problem of employees being required to perform official travel on their own time without any remuneration.

POSTAL FIELD SERVICE SALARY INCREASE, OCTOBER 1965

Section 105 provides new postal field service, rural carrier, and fourth-class office salary schedules which increase each salary rate in existing schedules by 4½ percent effective with the first pay period beginning on or after October 1, 1965. The increases are calculated

as nearly as is practicable to $4\frac{1}{2}$ percent for each step-rate. The maximum variances over and under $4\frac{1}{2}$ percent are only one-tenth of 1 percent and one-twentieth of 1 percent, respectively. These variances are necessary to maintain uniformity of step-increases within each level.

PFS salary levels 4, 11, and 20 are equated to grades GS-5, 11, and 17 of the general schedule of the Classification Act of 1949, respectively, as contained in section 102. This is in accordance with the "linkage" principle established by Public Law 87-793, which provides for comparability between these two salary schedules.

The historic policy of equating the compensation of rural carriers to that of city letter carriers, who are paid at PFS level 4, is maintained in this section of the bill.

Subsection (d) consists of the usual rules which are necessary to convert postal field service employees to their proposed new salary schedules. The same rules will be applicable in converting these employees when the October 1966 salary increase becomes effective.

POSTAL SENIORITY SALARY ADJUSTMENTS

Section 106 corrects those types of inequities between senior and junior employees which generally arise in connection with the installation of a new salary system for postal employees. Such transitional inequities occurred with the enactment of Public Law 87-793.

A number of postal employees—particularly in the lower middle levels—who were promoted from one level to another after the 1960 pay raise law and before the 1962 pay raise took effect have found themselves drawing lower salaries than other employees with less total postal service who were promoted to the same levels after the 1962 raise. Although the exact number of employees is not known, it is estimated to be in the thousands.

To correct this unfair condition, section 106 requires the Postmaster General to advance such a senior employee to the highest salary step-rate being paid to any such junior employee in the same post office.

POSTAL SERVICE OVERTIME AND HOLIDAY PAY

Section 107 completely revamps and modernizes the antiquated overtime and holiday pay provisions which are applicable to postal field service employees.

The amendment made by subsection (a) limits any employee to 12 hours of work a day except for emergencies determined by the Postmaster General. The existing limitation of 8 hours regularly scheduled work in 10 hours of any day is continued for annual rate or hourly rate regular employees. An added improvement is a new limitation under which the workspan of any other employee may not be extended over more than 12 consecutive hours.

A basic, or standard, 5-day, Monday-through-Friday workweek is established for all postal field service employees, with authority in the Postmaster General to establish a basic workweek including Saturday where necessary to provide service. Senior annual rate regular employees will have priority of preference for the Monday-through-Friday workweek, but may select some other basic established workweek if they desire.

The amendment made by subsection (b) spells out and defines what work will constitute overtime work in three general employee categories—annual rate regular employees, hourly rate regular employees, and substitute employees. In brief, overtime work for an annual rate regular employee is any work performed in excess of his basic workweek schedule or on a Sunday. Overtime for an hourly rate regular employee will be work performed in excess of 8 hours a day or 40 hours a week or on a Sunday. Overtime work for a substitute employee will be work performed in excess of 8 hours a day or 40 hours a week.

It is emphasized that the amendment does not authorize duplicate overtime compensation for the same hours of work. For example, should a substitute be officially called on to work 10 hours a day Monday through Thursday, he will earn 8 hours of overtime. Should he then also work 8 hours on the following day, the 8 hours of Friday work will not be considered as "overtime" even though he has worked in excess of 40 hours in the week.

The amendment specifies the compensation rates payable for overtime work. Any employee who performs officially ordered overtime work and is in salary level PFS-10 or below will be paid at the rate of 150 percent of his regular hourly rate of compensation. This is computed by dividing his scheduled annual rate by 2,080. Any employee in salary level PFS-11 or above who performs such overtime work may be granted compensatory time or, at the discretion of the Postmaster General, be paid at the lesser amount of 150 percent of his regular hourly rate or the hourly rate for the highest step of salary level PFS-10.

Subsection (b) also makes provision for compensation for work performed on any of the eight legal holidays for Federal employees. Employees will be paid for such holiday work at the rate of 200 percent of their regular hourly rates of compensation, calculated in the same manner as overtime pay if they are in salary level PFS-10 or below. Those employees in salary level PFS-11 or above will either be granted compensatory time or paid at the rate of 200 percent of their regular compensation. The Postmaster General will determine which alternative will be granted.

For work performed on Christmas Day an employee will be paid at the rate of 250 percent of his regular hourly rate. This is computed by dividing his regular annual rate by 2,080.

The foregoing overtime and holiday compensation provisions are couched in language which has been carefully developed and selected to make sure that, whether the specified rate be 150 percent for overtime work, 200 percent for holiday work, or 250 percent for Christmas Day work, the amount to be paid, as expressed in such percentages, will constitute the total, exclusive amount of compensation for such overtime or holiday work to which any employee shall be entitled by law.

POSTAL EMPLOYEES RELOCATION EXPENSES

The amendment made by section 108 establishes a needed remedy for a serious gap in postal personnel statutes which already is imposing hardship on many postal employees. The provisions of this amendment, like other parts of the bill, are in consonance with the best practices in private enterprise.

As a result of the transition of the postal transportation and distribution operation to the new "sectional center" system and the further aggravations caused by moving into the ZIP code and distribution plan, many postal employees have suffered, or in the near future will encounter, severe disruptions of their lives accompanied by heavy added personal expenses when they are assigned to new positions away from their present duty posts. During the hearings on salary legislation, the Postmaster General testified as to the necessity for making equitable provision for easing the impact of these changes and for reimbursing postal employees for the expenses they incur.

The amendment will carry out the Postmaster General's recommendation. It also conforms to the policy underlying the President's official message recommending broadening of employee protections under similar circumstances, which has been referred to another committee.

The amendment provides that, when a postal field service employee is transferred or relocated from one official station to another, he shall be granted a per diem allowance for each member of his immediate family while traveling to the new station. He shall also be paid subsistence expenses for himself and each member of his family for up to 30 days while they occupy temporary quarters at the place of his new official station. The employee is entitled to per diem for himself under existing law. In addition, the employee will be granted 7 days of leave with pay which will not be charged to any other leave to which he is entitled by law.

VETERANS' ADMINISTRATION, DEPARTMENT OF MEDICINE AND SURGERY,
OCTOBER 1965, SALARY ADJUSTMENT

Section 109 increases the salary rate of the Assistant Chief Medical Director and the ranges of salary rates for certain medical, dental, and nursing positions in the Department of Medicine and Surgery by 4½ percent, in conformity with the increases provided in the bill for other Federal employees. The increases will be effective with the first pay period beginning on or after October 1, 1965, and represent the first of the two increases provided by the bill.

FOREIGN SERVICE OFFICERS, STAFF OFFICERS, AND EMPLOYEES,
OCTOBER 1965, SALARY ADJUSTMENT

Section 110 of the bill provides new salary schedules for Foreign Service officers and Foreign Service staff officers and employees to replace existing salary schedules. Each present salary rate is increased by 4½ percent, calculated as nearly to that percentage as is practicable while maintaining uniformity of step increases within the several classes. These salary adjustments will be effective with the first pay period beginning on or after October 1, 1965. They represent the first of the two salary adjustments provided by the bill.

Section 110(c) consists of the usual rules which are necessary to convert Foreign Service officers and Foreign Service staff officers and employees from their existing salary schedules to new salary schedules. The same conversion rules will apply with respect to the second salary adjustment under the bill, which will become effective a year later.

SALARY COMPARISON AND ADJUSTMENT POLICY

Section 111 contains two major substantive provisions.

The first such provision is in subsection (a). This rewrites and clarifies section 503 of Public Law 87-793—the “operating” Federal-private enterprise salary comparison provision upon which the policy of comparability is based. The substantive change in section 503 is the spelling out of a requirement that authorized representatives of major Federal employee organizations shall have an opportunity to review the Bureau of Labor Statistics annual survey findings and the results of the comparisons made (now by the Civil Service Commission) of Federal and private enterprise salary rates. These representatives shall also have the right to have their comments and recommendations forwarded to the President for his consideration.

The second matter of substance in section 111 is the provision in subsection (b) for the determination of the amounts of salary adjustments which are to become effective with the first pay period beginning on or after October 1, 1966. The payment of such salary adjustment to Federal employees is also provided for in this subsection.

The salary adjustments to be made effective under subsection (b) will be determined upon the basis of two factors. First, there will be ascertained the percentage by which private enterprise rates for February-March of 1965 still exceed the Federal salary rates and ranges of rates as made effective with the first pay period beginning on or after October 1, 1965. That percentage will be divided in half to yield the percentage which is the first of such factors. Second, there will be ascertained the percentage by which salary rates paid in private enterprise have risen from February-March of 1965 to February-March of 1966. This percentage will be the second of such factors. The sum of these two percentage factors will be the total percentage by which the October 1965, Federal salary rates will be increased effective with the first pay period beginning on or after October 1, 1966.

An example of the application of this two-factor formula follows.

The salary rates for PFS salary level 4, as contained in Public Law 88-426, are known to be comparable to salary rates for the same level of work in private enterprise for the February-March period of 1963. This is termed “1963 comparability.” It is also known that private enterprise salary rates at this level increased by 3 percent from 1963 to 1964, and it is reasonably estimated that they increased still further by approximately 3 percent to February-March of 1965. Thus, it is a fair assumption that a 6-percent salary increase for PFS level 4 would bring substantial comparability with private enterprise salaries in February-March of 1965.

The first salary adjustment, provided by section 105 of the bill for the PFS schedule, is a 4½-percent increase, leaving the PFS-4 postal employees approximately 1½ percent below February-March 1965 comparability. Applying the first factor of one-half of this 1½-percent lag, the first element of the October 1966, salary adjustment would be an increase of three-quarters of 1 percent.

Proceeding further to the second factor described above, based on recent experience it may be reasonably assumed that private enterprise salary rates for the same level of work will have increased by 3 percent more when the February-March 1965 to February-March

1966 period has ended. Based on this assumption, then, application of the second factor described above results in an additional 3-percent increase.

The first-factor increase of three-quarters of 1 percent, coupled with the second-factor increase of 3 percent, bring us to an aggregate salary increase of $3\frac{3}{4}$ percent in each salary step rate of PFS level 4. This would become effective with the first pay period beginning on or after October 1, 1966.

It is to be observed, in this connection, that percentages relating to the first factor of the October 1966 salary adjustment will vary among all grades and levels. Certain grades and levels lag further behind current comparability than does PFS level 4 used in the example.

SEVERANCE PAY

Section 112 writes into Federal personnel law the highly desirable and enlightened concept of severance pay. It provides for payment of reasonable compensation to help tide Federal employees over difficult transition periods when they are separated from Federal service through no fault of their own and are not entitled to immediate civil service retirement benefits. This section carries out the severance pay recommendation of the President.

Subject to appropriate exceptions spelled out in subsection (b), the severance pay authorization applies throughout the executive branch (including Government corporations) and to the Library of Congress, the Government Printing Office, the General Accounting Office, and the municipal government of the District of Columbia.

The severance pay will consist of two elements—a basic severance allowance and an age adjustment allowance. They are spelled out in subsection (d).

The basic severance allowance will be 1 week's pay, at the employee's rate immediately before separation, for each of his first 10 years of civilian service for which no other severance pay has been received, plus 2 weeks' pay at the same rate for each year of civilian service beyond 10 for which no other severance pay has been received.

The age adjustment allowance will be 10 percent of the total basic severance allowance for each year the employee is over age 40 when separated. Total severance pay—the aggregate of the basic severance allowance and the age adjustment allowance—will not exceed a year's pay. No severance pay will be allowable unless the employee has been employed for at least 12 continuous months immediately before separation.

Appropriate provisions are also made for adjustments in the case of any person who is reemployed after having been granted severance pay, and for disposition of unpaid severance pay in case the employee entitled dies before expiration of the period covered by his severance pay.

ASCS EMPLOYEES

Section 113, as customary in general salary increase legislation, extends proportionate salary increases to Agricultural Stabilization and Conservation Service county committee employees. These employees will receive the same $4\frac{1}{2}$ -percent increase as will employees under the Classification Act of 1949 effective with the first pay period

beginning on or after October 1, 1965, and a second increase, to be determined under section 111(b). This second increase will be effective with the first pay period beginning on or after October 1, 1966.

LEGISLATIVE EMPLOYEES

Section 114 grants October 1965, and October 1966, salary adjustments to congressional employees in direct proportion to increases granted by the bill for employees subject to the Classification Act of 1949. However, these adjustments will not apply to employees whose pay is fixed by the House wage schedule of Public Law 88-652. The amendment made by subsection (e) of this section also increases the statutory salaries of the majority leader and the minority leader of the House of Representatives from \$30,000 to \$35,000.

FEDERAL JUDICIAL SALARIES

Section 115 provides salary adjustments for officers and employees in the judicial branch who consistently are included in general salary legislation. These employees will receive increases in direct proportion to those granted employees subject to the Classification Act of 1949, effective with their first pay periods beginning on or after October 1, 1965, and October 1, 1966.

INCREASED UNIFORM ALLOWANCE

Section 116 modernizes the maximum uniform allowance authorized in 1954 in Public Law 83-763 by increasing such maximum authorization from \$100 to \$150 per employee per year for employees who are required to wear uniforms in the performance of their official duties.

The committee particularly stresses the fact that the provisions of section 116 do not constitute an outright grant of an additional \$50 per year to any employee. Section 403 of Public Law 83-763 is merely an authorization for use by Government departments and agencies of their annual appropriation of funds—

in amounts up to \$100 multiplied by the estimated number of agency employees (1) who are required by existing regulations or by law to wear a prescribed uniform while on duty and (2) who are not furnished with the required uniform. Under rules issued by the Bureau of the Budget the agency head would * * * pay out of these funds *not more* than \$100 per year, as prescribed by agency regulations, to each such employee for purchase and upkeep of uniforms. [Emphasis supplied.] (See S. Rept. No. 1190, 83d Cong., accompanying S. 2665, which became Public Law 83-763.)

The policy and the principles of the original uniform allowance provision in Public Law 83-763 are not altered in any way by section 116. The section merely substitutes a maximum of \$150 for the maximum of \$100 per year which a department or agency head could pay to an employee as a uniform allowance pursuant to that law. The amount actually paid will still be fixed by administrative regulations, under rules issued by the Bureau of the Budget, and the amount paid any employee may not exceed his actual cost of procuring and

maintaining such uniform as he is required to wear in the performance of his official duties.

BIWEEKLY PAY PERIODS FOR CERTAIN OFFICERS AND EMPLOYEES

Section 117 will place in effect an official recommendation of the General Accounting Office, supported by the Bureau of the Budget and the Treasury Department, to convert certain civilian officers and employees from their present pay periods to the biweekly pay system established by the Federal Employees Pay Act of 1945 for the vast majority of Federal employees. A number of executive and other positions still are subject to laws, not repealed or modified by the 1945 Pay Act, which prevent payment of the salaries attached thereto on a biweekly basis. Enactment of section 117 will convert the salary payment periods for these positions to the system which applies to all other employees and, thus, contribute to more orderly and efficient payroll and accounting procedures.

MAXIMUM SALARY LIMITATION

Section 118 provides that, except with respect to the new salary authorizations in section 114(e), no salary rate shall be increased by enactment of title I of the bill to an amount in excess of the statutory salary rate of executive level V. This amount is now \$26,000.

MEMBERS OF BOARD OF PAROLE

Section 119 will place the positions of the members of the Board of Parole, in the Department of Justice, in executive salary level V, for which the rate of compensation now is \$26,000. Similar placement of these positions in the Federal executive salary schedule was considered, but not agreed to, in the committee of conference on the bill which became Public Law 88-426.

SALARIES FIXED BY ADMINISTRATIVE ACTION

Section 120 is included in the bill to remove any possibility of doubt that authority is provided for 4½ percent salary increases to be paid in October of 1965 to employees whose rates of compensation are fixed by administrative action, and that appropriations of the departments and agencies concerned will be available for the purpose.

EFFECTIVE DATES

Section 121 provides appropriate effective dates for various sections and parts of title I of the bill.

TITLE II

Title II of this bill, which may be cited as the "Federal Salary Review Commission Act," provides the mechanism for evaluation and comparison of all Federal civilian salaries, including those of Federal executives, judges, and Members of Congress. This title also provides for such automatic adjustment in the salary rates of the Federal executives, judges, and Members of Congress as will maintain the

present salary relationship both among these groups and between them and Government employees working under the general schedule of the Classification Act of 1949, as amended.

FEDERAL SALARY REVIEW COMMISSION

Section 202 establishes a bipartisan Federal Salary Review Commission. Composed of 11 members who receive no compensation other than reimbursement for necessary expenses, the Commission shall be appointed not later than January 31, 1966. Members serve for 1 year and are not eligible for reappointment. New members are to be named for similar terms every 4 years beginning in 1970. This section also empowers the Commission to hire staff and to secure the services of experts and consultants.

COMMISSION SALARY REVIEWS AND REPORTS

Section 203 provides for two areas of review and for quadrennial recommendations to the President within these areas and within the field of compensation. The Commission is first instructed to review the compensation of Members of Congress, judges, and Federal executives. It is to look toward the maintenance of proper levels of these salaries, the proper relationship of the salary structures of these groups among themselves, and the proper relationship of these salary structures to the salary rates of the Classification Act of 1949, as amended. In its second area, the Commission is instructed to review the principles, concepts, structures, and interrelationships of the statutory salary systems which determine the compensation of the civilian employees in executive departments and agencies.

SUBMISSION OF COMPENSATION RECOMMENDATIONS TO CONGRESS

Section 204 requires the President, after consideration of the Commission's report, to submit his recommendations on compensation to Congress.

AUTOMATIC SALARY ADJUSTMENTS

Whenever the salary rates of the General Schedule of the Classification Act of 1949, as amended, are increased, section 205 provides an automatic increase in salaries paid to those working in executive levels, to judges, and to Members of Congress. Such salary increases shall be equal to the larger of the following: (1) the percentage increase in the maximum salary rate in the General Schedule or (2) the average percentage of the increases in the maximum salary rates of all grades in the general schedule. These automatic increases shall take effect at the beginning of the Congress immediately following the one in which the salary rates of the general schedule were increased.

SALARY COMPARISON TABLES

The following tables indicate (1) relationships of Classification Act general schedule and postal field service schedule salaries to 1964 and 1965 private enterprise salaries and (2) present and proposed rates and amounts of increases provided by the October 1965 salary adjustments in such schedules and in the rural-carrier and fourth-class office schedules.

TABLE 1.—*Classification Act salaries toward comparability, 1964-65*

	Compara- bility payline, 1964	Classification Act rates (4th step) 1964	1964 com- parability percentage above 1964 Classification Act rates	Classification Act rates (4th step) 1965	Estimated 1965 com- parability percentage above 1965 Classification Act rates
GS-1 -----	\$3,630	\$3,730	None	\$3,898	None
GS-2 -----	4,075	4,055	0.5	4,236	None
GS-3 -----	4,565	4,410	3.5	4,608	None
GS-4 -----	5,105	4,930	3.5	5,151	None
GS-5 -----	5,690	5,495	3.5	5,746	None
GS-6 -----	6,335	6,060	4.5	6,334	None
GS-7 -----	7,020	6,650	5.6	6,949	1.2
GS-8 -----	7,770	7,290	6.6	7,617	2.1
GS-9 -----	8,580	7,955	7.9	8,313	3.4
GS-10 -----	9,440	8,710	8.4	9,102	3.9
GS-11 -----	10,330	9,535	8.9	9,964	4.4
GS-12 -----	12,435	11,315	9.9	11,824	5.4
GS-13 -----	14,750	13,335	10.6	13,935	6.1
GS-14 -----	17,315	15,640	10.7	16,344	6.2
GS-15 -----	20,120	18,170	10.7	18,988	6.2
GS-16 -----	23,140	20,900	10.7	21,842	6.2
GS-17 -----	26,330	23,695	11.1	24,762	6.6
GS-18 -----	27,200	24,500	10.0	25,602	5.5

TABLE 2.—*Postal field service salaries toward comparability, 1964-65*

Level	Compara- bility payline, 1964	Postal field service rates (4th step) July 1964	1964 comparability percentage above 1964 postal field service rates	Postal field service rates (4th step) July 1965	1965 comparability percentage above 1965 postal field service rates
PFS:					
1 -----	\$4,490	\$4,335	3.6	\$4,528	None
2 -----	4,860	4,690	3.6	4,903	None
3 -----	5,260	5,080	3.5	5,308	None
4 -----	5,690	5,495	3.5	5,746	None
5 -----	6,155	5,885	4.6	6,149	0.1
6 -----	6,660	6,305	5.6	6,587	1.1
7 -----	7,205	6,755	6.7	7,060	2.2
8 -----	7,795	7,310	6.6	7,639	2.1
9 -----	8,435	7,910	6.6	8,264	2.1
10 -----	9,355	8,625	8.5	9,012	4.0
11 -----	10,380	9,535	8.9	9,964	4.4
12 -----	11,510	10,545	9.2	11,020	4.7
13 -----	12,760	11,670	9.3	12,195	4.8
14 -----	14,155	12,875	9.9	13,454	5.4
15 -----	15,700	14,220	10.4	14,860	5.9
16 -----	17,410	15,725	10.7	16,433	6.2
17 -----	19,305	17,405	10.9	18,188	6.4
18 -----	21,410	19,280	11.0	20,151	6.5
19 -----	23,745	21,370	11.1	22,330	6.6
20 -----	26,330	23,695	11.1	24,762	6.6

TABLE 4.—October 1965 salary increases—Postal field service schedule

	Per annum rates and steps											
	1	2	3	4	5	6	7	8	9	10	11	12
PFS-1:												
Proposed	\$4,120	\$4,256	\$4,392	\$4,528	\$4,664	\$4,800	\$4,936	\$5,072	\$5,208	\$5,344	\$5,480	\$5,616
Present	3,945	4,075	4,205	4,335	4,465	4,595	4,725	4,855	4,985	5,115	5,245	5,375
Increase	175	181	187	193	199	205	211	217	223	229	235	241
PFS-2:												
Proposed	4,465	4,611	4,757	4,903	5,049	5,195	5,341	5,487	5,633	5,779	5,925	6,071
Present	4,270	4,410	4,550	4,690	4,830	4,970	5,110	5,250	5,390	5,530	5,670	5,810
Increase	295	201	207	213	219	225	231	237	243	249	255	261
PFS-3:												
Proposed	4,822	4,984	5,146	5,308	5,470	5,632	5,794	5,956	6,118	6,280	6,442	6,604
Present	4,615	4,770	4,925	5,080	5,235	5,390	5,545	5,700	5,855	6,010	6,165	6,320
Increase	207	214	221	228	235	242	249	256	263	270	277	284
PFS-4:												
Proposed	5,230	5,402	5,574	5,746	5,918	6,090	6,262	6,434	6,606	6,778	6,950	7,122
Present	5,000	5,165	5,330	5,495	5,660	5,825	5,990	6,155	6,320	6,485	6,650	6,815
Increase	230	237	244	251	258	265	272	279	286	293	300	307
PFS-5:												
Proposed	5,585	5,773	5,961	6,149	6,337	6,525	6,713	6,901	7,089	7,277	7,465	7,653
Present	5,345	5,525	5,705	5,885	6,065	6,245	6,425	6,605	6,785	6,965	7,145	7,325
Increase	240	248	256	264	272	280	288	296	304	312	320	328
PFS-6:												
Proposed	5,990	6,189	6,388	6,587	6,786	6,985	7,184	7,383	7,582	7,781	7,980	8,179
Present	5,735	5,925	6,115	6,305	6,495	6,685	6,875	7,065	7,255	7,445	7,635	7,825
Increase	255	264	273	282	291	300	309	318	327	336	345	354
PFS-7:												
Proposed	6,418	6,632	6,846	7,060	7,274	7,488	7,702	7,916	8,130	8,344	8,558	-----
Present	6,140	6,345	6,550	6,755	6,960	7,165	7,370	7,575	7,780	7,985	8,190	-----
Increase	278	287	296	305	314	323	332	341	350	359	368	-----
PFS-8:												
Proposed	6,949	7,179	7,409	7,639	7,869	8,099	8,329	8,559	8,789	9,019	-----	-----
Present	6,650	6,870	7,090	7,310	7,530	7,750	7,970	8,190	8,410	8,630	-----	-----
Increase	299	309	319	329	339	349	359	369	379	389	-----	-----
PFS-9:												
Proposed	7,511	7,762	8,013	8,264	8,515	8,766	9,017	9,268	9,519	9,770	-----	-----
Present	7,190	7,430	7,670	7,910	8,150	8,390	8,630	8,870	9,110	9,350	-----	-----
Increase	321	332	343	354	365	376	387	398	409	420	-----	-----
PFS-10:												
Proposed	8,181	8,458	8,735	9,012	9,289	9,566	9,843	10,120	10,397	10,674	-----	-----
Present	7,830	8,095	8,360	8,625	8,890	9,155	9,420	9,685	9,950	10,215	-----	-----
Increase	351	363	375	387	399	411	423	435	447	459	-----	-----
PFS-11:												
Proposed	9,040	9,348	9,656	9,964	10,272	10,580	10,888	11,196	11,504	11,812	-----	-----
Present	8,650	8,945	9,240	9,535	9,830	10,125	10,420	10,715	11,010	11,305	-----	-----
Increase	390	403	416	429	442	455	468	481	494	507	-----	-----
PFS-12:												
Proposed	10,000	10,340	10,680	11,020	11,360	11,700	12,040	12,380	12,720	13,060	-----	-----
Present	9,570	9,895	10,220	10,545	10,870	11,195	11,520	11,845	12,170	12,495	-----	-----
Increase	430	445	460	475	490	505	520	535	550	575	-----	-----
PFS-13:												
Proposed	11,052	11,433	11,814	12,195	12,576	12,957	13,338	13,719	14,100	14,481	-----	-----
Present	10,575	10,940	11,305	11,670	12,035	12,400	12,765	13,130	13,495	13,860	-----	-----
Increase	477	493	509	525	541	557	573	589	605	621	-----	-----
PFS-14:												
Proposed	12,185	12,608	13,031	13,454	13,877	14,300	14,723	15,146	15,569	15,992	-----	-----
Present	11,660	12,065	12,470	12,875	13,280	13,685	14,090	14,495	14,900	15,305	-----	-----
Increase	525	543	561	579	597	615	633	651	669	687	-----	-----
PFS-15:												
Proposed	13,465	13,930	14,395	14,860	15,325	15,790	16,255	16,720	17,185	17,650	-----	-----
Present	12,885	13,330	13,775	14,220	14,665	15,110	15,555	16,000	16,445	16,890	-----	-----
Increase	580	600	620	640	660	680	700	720	740	760	-----	-----
PFS-16:												
Proposed	14,882	15,399	15,916	16,433	16,950	17,467	17,984	18,501	19,018	19,535	-----	-----
Present	14,240	14,735	15,230	15,725	16,220	16,715	17,210	17,705	18,200	18,695	-----	-----
Increase	642	664	686	708	730	752	774	796	818	840	-----	-----
PFS-17:												
Proposed	16,463	17,038	17,613	18,188	18,763	19,338	19,913	20,488	21,063	21,638	-----	-----
Present	15,755	16,305	16,855	17,405	17,955	18,505	19,055	19,605	20,155	20,705	-----	-----
Increase	708	733	758	783	808	833	858	883	908	933	-----	-----
PFS-18:												
Proposed	18,240	18,877	19,514	20,151	20,788	21,425	22,062	22,699	23,336	23,973	-----	-----
Present	17,450	18,060	18,670	19,280	19,890	20,500	21,110	21,720	22,330	22,940	-----	-----
Increase	790	817	844	871	898	925	952	979	1,006	1,033	-----	-----
PFS-19:												
Proposed	20,215	20,920	21,625	22,330	23,035	23,740	24,445	25,150	-----	-----	-----	-----
Present	19,345	20,020	20,695	21,370	22,045	22,720	23,395	24,070	-----	-----	-----	-----
Increase	870	900	930	960	990	1,020	1,050	1,080	-----	-----	-----	-----
PFS-20:												
Proposed	22,410	23,194	23,978	24,762	25,546	-----	-----	-----	-----	-----	-----	-----
Present	21,445	22,195	22,945	23,695	24,445	-----	-----	-----	-----	-----	-----	-----
Increase	965	999	1,033	1,067	1,101	-----	-----	-----	-----	-----	-----	-----

TABLE 5.—October 1965 salary increases—Rural carrier schedule

	Per annum rates and steps											
	1	2	3	4	5	6	7	8	9	10	11	12
Carriers in rural delivery service:												
Fixed compensation per annum:												
Proposed.....	\$2,350	\$2,462	\$2,574	\$2,686	\$2,798	\$2,910	\$3,022	\$3,134	\$3,246	\$3,358	\$3,470	\$3,582
Present.....	2,240	2,345	2,450	2,555	2,660	2,765	2,870	2,975	3,080	3,185	3,290	3,395
Increase.....	110	117	124	131	138	145	152	159	166	173	180	187
Compensation per mile per annum for each mile up to 30 miles of route:												
Proposed.....	86	88	90	92	94	96	98	100	102	104	106	108
Present.....	82	84	86	88	90	92	94	96	98	100	102	104
Increase.....	4	4	4	4	4	4	4	4	4	4	4	4
For each mile of route over 30 miles (nochange).	25	25	25	25	25	25	25	25	25	25	25	25

TABLE 6.—October 1965 salary increases—4th-class office schedule

Revenue units	Per annum rates and steps											
	1	2	3	4	5	6	7	8	9	10	11	12
30 but less than 36:												
Proposed.....	\$3,936	\$4,067	\$4,198	\$4,329	\$4,460	\$4,591	\$4,722	\$4,853	\$4,984	\$5,115	\$5,246	\$5,377
Present.....	3,769	3,894	4,019	4,144	4,269	4,394	4,519	4,644	4,769	4,894	5,019	5,144
Increase.....	167	173	179	185	191	197	203	209	215	221	227	233
24 but less than 30:												
Proposed.....	3,643	3,763	3,883	4,003	4,123	4,243	4,363	4,483	4,603	4,723	4,843	4,963
Present.....	3,485	3,600	3,715	3,830	3,945	4,060	4,175	4,290	4,405	4,520	4,635	4,750
Increase.....	158	163	168	173	178	183	188	193	198	203	208	213
18 but less than 24:												
Proposed.....	3,009	3,110	3,211	3,312	3,413	3,514	3,615	3,716	3,817	3,918	4,019	4,120
Present.....	2,877	2,974	3,071	3,168	3,265	3,362	3,459	3,556	3,653	3,750	3,847	3,944
Increase.....	132	136	140	144	148	152	156	160	164	168	172	176
12 but less than 18:												
Proposed.....	2,360	2,436	2,512	2,588	2,664	2,740	2,816	2,892	2,968	3,044	3,120	3,196
Present.....	2,258	2,331	2,404	2,477	2,550	2,623	2,696	2,769	2,842	2,915	2,988	3,061
Increase.....	102	105	108	111	114	117	120	123	126	129	132	135
6 but less than 12:												
Proposed.....	1,701	1,755	1,809	1,863	1,917	1,971	2,025	2,079	2,133	2,187	2,241	2,295
Present.....	1,628	1,680	1,732	1,784	1,836	1,888	1,940	1,992	2,044	2,096	2,148	2,200
Increase.....	73	75	77	79	81	83	85	87	89	91	93	95
Less than 6:												
Proposed.....	1,372	1,416	1,460	1,504	1,548	1,592	1,636	1,680	1,724	1,768	1,812	1,856
Present.....	1,313	1,355	1,397	1,439	1,481	1,523	1,565	1,607	1,649	1,691	1,733	1,775
Increase.....	59	61	63	65	67	69	71	73	75	77	79	81

AGENCY VIEWS

There are included below:

I. A message from the President of the United States dated May 12, 1965, relative to pay increases for Federal civilian employees.

II. A letter from the Postmaster General, dated May 25, 1965, together with a statement of purpose and justification for premium pay for postal employees. Also, a letter dated June 28, 1965, by the Postmaster General, giving the administration's views on the specific provisions of section 107 of the bill relating to overtime and holiday compensation.

III. A letter from the Chairman of the Civil Service Commission dated May 20, 1965, together with a statement of purpose and justification for payment of moving expenses of certain civilian employees. Some of the moving expense items for postal employees are included in section 108.

IV. A special message from the Chairman of the U.S. Civil Service Commission, dated May 21, 1965, together with a statement of purpose and justification for severance pay for Federal employees. This proposal is included in section 112 of the bill.

I

To the Congress of the United States:

America expects—and receives—much from her public servants.

In every field of endeavor vital to the security of this Nation, from foreign affairs to science and technology to national defense, we depend on the career men and women of the Federal service for competence, devotion, loyalty, and responsibility.

I have been a part of this service for almost 35 years. I have seen it perform critical and vital tasks. Most of the time it has performed at its best—and that is the way we want it to stay.

I believe firmly that the merit system is the keystone of good government.

I believe that the public service is a profession of dignity, opportunity, and profound personal achievement.

I reject the proposition that Government employment is somehow inferior to employment in business, in the professions, in university life, or in any other occupation. There can be no class system separating the men and women who are committed to the service of their fellow men or to the defense of their country.

I also believe strongly in the obligation of the Federal Government to be a good employer. And I define a good employer as one who—

demands excellence and rewards it;

is fair and just;

respects the dignity of his employees;

insists upon ethical standards and sets a good example;

practices no discrimination;

welcomes fresh ideas and new approaches;

fulfills his responsibilities to the community;

provides opportunities for growth and challenge; and

combines prudent business judgment with enlightened policies on compensation and benefits.

We do not have two standards of what makes a good employer in the United States: One standard for private enterprise and another for the Government. A double standard which puts the Government employee at a comparative disadvantage is shortsighted. In the long run, it costs more.

In all respects, save one, the Federal Government today is meeting the test of a good employer. In the last 4 years we have almost—but only almost—achieved adequate, up-to-date, and fair pay systems for all categories of Government personnel.

We must not cease our effort now.

In my budget message on January 25, 1965, I announced the appointment of a Special Panel on Federal Salaries to review Federal military and civilian pay levels.

That Panel presented its report to me on April 15. It is attached to this message. I have been studying it carefully.

The report contains a series of recommendations concerning adjustment of Federal pay in the fiscal year 1966.

I endorse the proposals of the Panel and recommend early action by the Congress to authorize:

An average increase of 3 percent in Federal civilian salaries.

An average increase of 4.8 percent in compensation of all uniformed personnel, except enlisted personnel with under 2 years of service.

A 2.7 percent increase in base pay of enlisted personnel with less than 2 years of service.

These proposed adjustments will restore the relationships between civilian and military pay established in 1963.

The adjustments will not bring us to full achievement of the comparability standard enunciated in the Federal Salary Reform Act of 1962, but they will prevent loss of ground already attained.

Before including the full effect in retirement plans, the proposed increases will have a total annual cost of approximately \$853 million—\$447 million for uniformed personnel and \$406 million for civilian personnel. In order to hold the costs of pay adjustments in the fiscal year 1966 within amounts included in the budget for that purpose, I recommend that the increases be made effective January 1, 1966.

Legislation to carry out these recommendations is attached. I ask that it be referred to the appropriate committees of the Congress for early consideration.

The pay adjustments proposed in this message emphasize the obligation of the Federal Government to insist upon maximum return from every dollar spent on a salary.

All agencies of the executive branch are working hard to improve the productivity of their employees and to curtail outmoded activities. All agencies have established personnel control programs which should bring to a halt unwarranted increases in average grades and average salaries.

I am continuing my personal efforts to hold down employment. The most recent monthly report of the Civil Service Commission shows that there are now about 22,000 fewer civilian employees in the executive branch than in December 1963.

New employees must replace many who leave, but additional employment will occur only when our responsibilities permit no other course of action.

I am proud of the progress we have made toward lean and fit competence in the discharge of Federal responsibilities. Adequate pay will help us to continue our advance toward that goal.

The report of the Panel proposes new procedures for acting upon compensation matters in the future.

The first proposal would establish a permanent mechanism for impartial review at 4-year intervals of the structure and interrelationships of all Government salary systems. Following these reviews, the President would be authorized to propose changes in salary schedules for top positions in the executive, legislative, and judicial branches. The changes would go into effect automatically at a given date, unless disapproved by resolution of either House of the Congress. Other changes proposed by the President as a result of a quadrennial review would be acted upon through the regular processes for the enactment of legislation.

The second proposal would authorize a procedure for acting, between quadrennial reviews, upon such periodic adjustments in pay rates for Federal civilian and military personnel as may be warranted

to keep pace with changes in pay rates elsewhere in the economy. Under this proposal, the President would continue to make prescribed reports annually to the Congress. When any such annual report includes recommendations for revision of salary rates, these revisions would go into effect automatically at a given date, unless disapproved by resolution of either House of the Congress.

I concur in these recommendations of the Panel.

Legislation to establish the first of these new and improved procedures is attached.

Amendments of existing law to make the second recommendation effective are included in the bills authorizing pay adjustments for civilian and uniformed personnel.

The civilian pay bill also includes an amendment of the Federal Salary Reform Act of 1962 which would carry out another of the Panel's recommendations. This amendment would give the President discretionary authority to make salary surveys and comparisons in additional fields of non-Federal employment.

Existing law limits the annual surveys and comparisons to "private enterprise." Collection and analysis of salary rate information in such fields of employment as State and local governments and non-profit institutions would give added assurance that Federal salary rates are kept in appropriate relationship with salary rates prevailing throughout our economy.

Drafts of legislation to carry into effect other important recommendations contained in the Panel's report will be promptly transmitted to the Congress. These drafts will propose to:

Authorize certain civilian employees not now receiving premium pay for overtime to receive such pay on an equal basis with other civilian employees.

Establish a coordinated and equitable system for payment of moving expenses to employees transferred for the convenience and benefit of the Government.

Authorize payment of readjustment allowances to certain employees separated involuntarily from Federal employment through no fault of their own.

The report of the Special Panel and this message largely take the place this year of the President's annual report to the Congress, as required by the Federal Salary Reform Act of 1962. Nevertheless, the report and analysis of the Bureau of the Budget and the Civil Service Commission on the comparison of Federal and private enterprise salary levels, and the views of employee organizations, should be available to the Congress. I am transmitting them by separate communication.

With the enactment of the legislation recommended in this message, we shall have taken still another series of steps in the most far-reaching revision of Federal compensation laws in the history of our country.

We shall be much nearer to full achievement of the comparability standard adopted by the Congress in 1962.

We shall have established for the first time sound procedures for maintaining interrelated salary systems for both civilian and military personnel, which will be based upon fair, clear, consistent, and up-to-date policies.

And we shall be in a far better position to attract and retain in Federal service the best talent in America.

I urge prompt consideration of these proposals. Their results will more than justify their costs.

LYNDON B. JOHNSON.

THE WHITE HOUSE, *May 12, 1965.*

II

OFFICE OF THE POSTMASTER GENERAL,
Washington, D.C., May 25, 1965.

HON. JOHN W. McCORMACK,
Speaker of the House of Representatives,
Washington, D.C.

DEAR MR. SPEAKER: In furtherance of the President's message of May 12, 1965, I am sending you herewith a legislative proposal providing for premium pay under specified conditions to certain employees in the postal field service, together with a statement of the purpose and need for this proposed legislation.

The Bureau of the Budget has advised that enactment of this legislation would be consistent with the administration's objectives.

Sincerely yours,

JOHN A. GRONOUSKI,
Postmaster General.

STATEMENT OF PURPOSE AND NEED

The law which regulates the work schedules and premium pay practices for excess work hours for postal employees is no longer equitable. When the present law (69 Stat. 88-130) was enacted June 10, 1955, sufficient personnel generally could be made available to minimize excess employment of postal personnel. Furthermore, postal substitutes for the most part were used in the manner implicit in their titles; i.e., as temporary replacements for absent regular employees or as auxiliary employees for peak workload periods. Over the past years, however, the ever-increasing postal workload was not always accompanied by a proportionate increase in manpower and in the last few years the discrepancy between workload and manpower availability reached the point where long and continuous hours of work per employee in excess of 40 hours each week became the common practice in many post offices. Since the use of "regulars" for excess work is limited in that the law requires the granting of a compensatory day off within 5 days for work performed on a Saturday or Sunday, substitutes who are not under such restrictions fast became the work horses of the department. No longer were substitutes intermittent or part-time workers. And, correspondingly, the matter of premium pay for substitutes was no longer academic. This dormant inequity; i.e., straight time pay to substitutes regardless of the number of hours worked has become a very real problem. The law pertaining to premium compensation for excess work hours in the light of considerable and continuous employment for such excess work hours should be modernized.

Under the current law the Postmaster General is not authorized to apply premium pay practices for postal rank and file employees that the Federal Government now requires of industry and for employees under the Classification Act. The law requires that postal field

service substitute employees be paid for all hours of work performed at their straight time hourly rate of pay.

The proposed legislation is to grant the Postmaster General the authority to pay for overtime work at premium rates to rank and file employees (regulars as well as substitutes) when the specified conditions are met as well as to certain supervisory personnel. The keystone to Federal premium pay practices is first the 40-hour work-week, and second, work in excess of 8 hours in 1 day. The legislation which has been developed follows these precepts by prescribing premium pay for those categories of employees (1) who work in excess of their schedule to the extent a schedule of 8 hours a day or 40 hours a week can be prescribed in advance, or (2) as a minimum for all categories, premium pay for work performed in excess of 40 hours in 1 week. Equity for all rank and file employees is thus achieved around the base of 40 hours a week.

1. Regular: premium pay for required work in excess of the regular schedule, i.e., over 8 hours in 1 day or for a sixth or seventh day of work.

2. Hourly rate regular: premium pay for required work in excess of 8 hours in 1 day or 40 hours in 1 week.

3. Substitute: premium pay for required work in excess of 40 hours in 1 week.

The distinctive premium pay treatment for the above three groups is necessary because of the nature of their employment. Regular employees will each have a previously established schedule of 40 hours a week consisting of five 8-hour days; hourly rate regular employees will each have a previously established schedule, consisting of a maximum of 40 hours a week though each day may be less than 8 hours; substitute employees will not have a schedule and as a result may work 10 hours on one day and only 6 hours the next.

For personnel in salary levels PFS-8 and higher the proposed legislation provides liberalized benefits.

OFFICE OF THE POSTMASTER GENERAL,
Washington, D.C., June 28, 1965.

HON. MORRIS K. UDALL,
Chairman, Subcommittee on Compensation of the Committee on Post Office and Civil Service, House of Representatives, Washington, D.C.

DEAR MR. CHAIRMAN: This is in response to your letter of June 11, 1965, in which you asked for certain data and observations regarding compensating employees for overtime work.

(a) Proposal to pay substitutes time and one-half for all work performed in excess of 8 hours a day. Apart from the fact that this proposal would cost about \$17.4 million, we see no justification for the proposal in terms of equity as between postal employees. At first, it would appear that since we recommended a change in law under which regulars would be paid at time and one-half for work in excess of 8 hours in 1 day as well as for work in excess of 40 hours in 1 week that it would be only fair to provide the same benefit to substitutes. Actually, substitutes have equity with regulars under our recommended overtime plan for substitutes, i.e. after 40 hours in a week. Since regulars are to be scheduled for 5 days a week of 8 hours each, any overtime they work inevitably is overtime after 40. For regulars, then, the requirement of overtime after 8 has meaning only in those

rare instances when sometime during the week the employee may have been on leave without pay and worked less than 40 hours in the week but over 8 on a particular day. The cost cited above represents an estimate based on only those substitutes who work 40 hours or less a week but more than 8 in 1 day for some days in their workweek. Over 40 hours in a week for substitutes will run about \$30.1 million if none of our requested additional employees are approved by Congress. The total cost then would be \$47.5 million for this group alone.

(b) Proposal to limit the work of postal employees to 12 hours of work in any 24-hour day. Inasmuch as we have attempted to administratively limit employees to a maximum employment of 12 hours in any 24 hours a day, we would not oppose the inclusion of such a provision in law. We do believe, however, that the law should recognize and permit emergencies where employment in excess of 12 hours may be necessary.

(c) Combination of proposals (a) and (b). As indicated above we see no basis for paying substitutes at overtime rates for work in excess of 8 hours in a day. On the other hand, we have no objection to the 12-hour limitation if the noted change in the law is also made.

If you wish to discuss these observations further, please call.

Sincerely,

JOHN A. GRONOUSKI,
Postmaster General.

III

[NOTE.—Section 108 of the bill covers some of the recommendations made in the letter of May 20, 1965, as set forth below. While section 108 is limited to postal employees and this correspondence is concerned with most Federal civilian employees, the rationale is identical. The recommendations in the letter that were not included in the bill have been deleted from this print.]

U.S. CIVIL SERVICE COMMISSION,
Washington, D.C., May 20, 1965.

HON. JOHN W. MCCORMACK,
Speaker of the House of Representatives.

DEAR MR. SPEAKER: In accordance with the President's message of May 12, 1965, we are submitting with this letter, for the consideration of the Congress, proposed legislation which would authorize the reimbursement of certain of the moving expenses of civilian employees who are transferred in the interest of the Government to a place other than the one in which they have been living and working. There are enclosed a draft bill, a section analysis of the proposed bill, and a statement of purpose and justification.

* * * * * *

Second, with respect to travel and subsistence allowances for employees and their families, the bill would permit reimbursement for the travel expenses of the immediate family while en route to the new official station (in addition to the cost of their transportation, which is already provided), round trip travel for the employee and his spouse to seek permanent quarters, and expenses while occupying temporary quarters for up to 30 days (or 60 days for certain locations where shipment of household goods takes more than 30 days).

All employees would not receive reimbursement for each of these types of expenses. Reimbursement would depend on actual expenses

for these items, and would be limited by geographical considerations, except in the case of family travel to the new official station. House-hunting trips would be limited to the continental United States (excluding Alaska). Subsistence for temporary quarters would be limited to nonforeign areas. Reimbursement would be at rates established by regulations of the President within per diem rates prescribed in or pursuant to section 3 of the Travel Expense Act of 1949, as amended.

* * * * *

Fourth, employees would receive a flat allowance to cover miscellaneous expenses of their move not otherwise provided for. Single movers would receive an amount equal to 1 week's basic compensation, and employees with an immediate family would receive the equivalent of 2 week's basic compensation.

Although the bill is intended primarily for the benefit of civilian employees moving within the United States, a small number of employees engaged in oversea moves who are not covered by military or Foreign Service Act moving expense provisions would be covered under this bill.

They would not, however, be reimbursed under this bill for temporary quarters overseas. Also certain former employees whose moving expenses would have been paid if they could have been kept on the rolls until placed in a reduction in force or a transfer of function would be able to receive benefits under this bill if they obtained a non-temporary appointment to a Federal position within 6 months of their separation.

The Civil Service Commission is proposing this legislation both as a matter of equity to employees and as a matter of good administrative practice for Government. Underlying this proposal is the basic principle that when employees are transferred at the request of the Government the object is to improve the efficiency of the service. Transfers are usually made at Government convenience with respect to time, location, and frequency. Financial losses should, therefore, be largely assumed by the Government. A well-conceived and administered reimbursement plan will insure equitable treatment, encourage employees to transfer willingly, and implement internal promotion and career development programs.

We have data, obtained in a study of more than 5,000 employees, which clearly establishes that most Federal employees who move at the request of their agencies have to pay substantial costs of the types enumerated above out of their own pockets. This loss is not reimbursable despite the fact that the agency rather than the employee is both the initiator and the prime beneficiary of the move. We believe that this situation should be corrected, and that the Government should provide its employees more substantial protection against financial hardship resulting from moves they make at its request. While the proposed legislation does not assure the elimination of all losses, it is a major step forward.

Nonreimbursable costs of moving are significant deterrents to relocation for many employees. If experienced employees are unwilling or unable to take the financial loss, their agency loses their services. The agency may have to promote less well-qualified people or spend time and money finding, hiring, and training replacements. This is

poor economy in the short run and is even poorer economy in the long run, for a reasonable degree of geographic mobility is an essential element in a sound career service.

The need for greater financial assistance to employees who move is increasing. For example, the current Department of Defense program to close certain installations may lead to a substantial number of employee moves. Other agencies have also been experiencing greater needs to shift employees as a result of automation or changing organizational requirements. Changes on such a scale will frequently be too large to permit absorption of excess employees into other Federal jobs in the community. In some cases, of course, the Federal establishment being closed is the only one of its kind in the vicinity. Therefore, employees may be faced with moves to distant places if they wish to continue their Federal careers. In these circumstances, it is difficult enough for employees and their families to cut established ties and to resettle in an unfamiliar place without also having to pay out of their own pockets for ordinary, reasonable expenses associated with the move.

The proposed legislation should increase the acceptability of transfers necessary in the interest of the Government. It would bring Government's practices with respect to its civilian employees closer in line with the more progressive and realistic practices of private business. It deserves sympathetic consideration by the Congress.

* * * * *

The Bureau of the Budget advises that enactment of the recommended bill will be consistent with the administration's objectives.

A similar letter is being sent to the President of the Senate.

By direction of the Commission:

Sincerely yours,

JOHN W. MACY, Jr., *Chairman.*

STATEMENT OF PURPOSE AND JUSTIFICATION

Purpose

To reduce financial losses incurred by employees when they are transferred in the interest of the Government.

Justification

When a Federal agency has decided that it is necessary or desirable to transfer an employee to another official station, the agency should pay the expenses of the move. The employee should not have to contribute, sometimes substantially, to cover the cost of a move primarily for the benefit of the Government.

Agencies move employees for two basic reasons. On the one hand, changes in the amount of work or shifts in program emphasis or organizational structure may require the transfer of people and functions. The current Department of Defense program for closing unnecessary installations is one case in point. Automation of processes in such agencies as the Internal Revenue Service is another, and there are many more. On the other hand, periodic moves of personnel are a requirement of certain kinds of occupations and agency career programs. Regular changes of duty stations are a feature of particular occupations such as bank examining, in which it is important to maintain objectivity. Certain career systems such as that of the Forest Service are built around progressive shifts of personnel to locations which have positions of greater responsibility.

Under the Administrative Expenses Act of 1946, as amended, the Government pays for some of the basic costs of moving its employees, i.e., per diem for the employee and transportation of the employee, his family, and his household goods. There is ample evidence to indicate that for most employees these payments fall substantially short of covering all the necessary and reasonable expenses related to moving. Understandably, this leads to reluctance to move. When employees are unable or unwilling to transfer, Government's efficiency drops and its costs go up. Besides losing the services of experienced employees, agencies may have to promote less well-qualified people or spend extra time and money to find, hire, and train new people to do the work. Agencies say that the certain prospect of financial losses which the employee can ill afford frequently tips the scale against the experienced employee's making the move his agency needs to have him make.

At the same time, in large-scale shifts of personnel such as may occur under the current program of the Department of Defense to close installations, employees may have to make geographical moves or face protracted unemployment. This would be particularly likely for employees with substantial service who have skills which may not be readily marketable in the community where they have worked. For these employees, the difficulties of breaking long-established ties, selling their homes, and so on, would be compounded by the necessity to pay entirely out of their own resources the many expenses typically incurred in moving that are not reimbursable under current laws. Expenses that are necessary and reasonable for employees to incur should be borne largely by management when it is in management's interest that the moves take place.

Item coverage

Studies have consistently shown that most Federal employees lose money when they move. A Commission survey of more than 5,000 employees who moved in fiscal 1962 showed for the more than 80 percent of the respondents who reported net losses an average of \$558 on the items covered in the survey. The object of this bill is to eliminate or reduce such losses for the following types of expenses commonly encountered by employees when they move:

* * * * *

2. *Family travel expenses.*—The Government does not currently reimburse employees for family travel (other than transportation) from the old official station to the new or for house-hunting trips to the new station to locate permanent quarters. These expenses are commonly encountered in moving. The bill would permit per diem in lieu of subsistence for family travel to the new station. It would permit per diem and transportation for the employee and his spouse for round trip travel to find permanent quarters at the new official station, as long as the trip was within the 48 contiguous States and the District of Columbia. Per diem rates for family members would be set within the maximum rates prescribed in or pursuant to section 3 of the Travel Expense Act, as amended, and the number and length of trips to locate permanent quarters would be prescribed by regulation.

3. *Subsistence in temporary quarters.*—Temporary quarters for the employee or the employee and his family are a frequent item of

necessary expense in employee moves. Under this bill employees and their immediate families who had this kind of expense would in most cases be permitted up to 30 days' subsistence in temporary quarters (employees moving to or from certain enumerated areas could have up to 60 days when shipping time exceeds 30 days. Generally employees would not need to use the full period allowed.)

A flat subsistence allowance would not be paid. Reimbursement would be made only for actual subsistence expenses incurred, based on acceptable evidence, and at rates well within the limits set by reference to the maximum per diem rates prescribed in or pursuant to section 3 of the Travel Expense Act, as amended. Appropriate fractional per diem rates could be set for the spouse and other members of the immediate family, and rates diminishing over time could be established to encourage moves to permanent quarters. Reimbursement for subsistence would be allowed only for temporary quarters in the United States, the District of Columbia, the territories and possessions, Puerto Rico, and the Canal Zone.

* * * * * *

What is done for others?

There are substantial precedents for the types of reimbursement proposed in this bill. The Government already provides a special relocation allowance, equal to the basic monthly allowance for quarters, for a member of the uniformed services whose dependents move when he has a permanent change of station (Career Incentive Act of 1955, Public Law 20, 84th Congress).

The Government already provides for officers and employees transferring under the Foreign Service Act of 1946 allowances and reimbursement covering many expenses of the kinds proposed to be covered under this bill (60 Stat. 1025, 1026, and 1027). Legislation passed in the 86th Congress provides other civilian employees assigned to foreign areas with special transfer allowances for extraordinary, necessary, and reasonable expenses, not otherwise compensated for (Public Law 86-707).

Business is far more generous in reimbursing its employees for company moves than is the Government in dealing with its civilian employees. A 1964 study of industry practice (American Management Association Research Study 67, Reimbursing Personnel for Transfer and Relocation Costs) confirms earlier studies by the National Industrial Conference Board and others that the great majority of businesses having specific policies on transfer expenses (generally the larger firms) do everything possible, within reason, to ease the burden on employees who are asked to move. Practically all underwrite temporary living expenses and moving and storage costs. In addition, other allowances or combinations are granted, especially in the case of management and professional employees who frequently are guaranteed against real estate losses and are afforded various types of assistance in disposing of homes and in meeting other expenses.

Administration of the proposed legislation

Regulations for administration of the proposed legislation would be issued for the President by the Director, Bureau of the Budget, who prescribes other regulations under the Administrative Expenses Act.

For interagency moves, the head of the agency to which the move is made would determine whether a transfer is in the Government's interest. However, when an interagency move results from a reduction-in-force or transfer of function the transfer would be presumed in the Government's interest unless there was a specific determination otherwise and the agency losing the employee would be able to share the cost of the move. Heads of executive departments and agencies using the extended storage authority would issue implementing regulations.

IV

U.S. CIVIL SERVICE COMMISSION,
Washington, D.C., May 21, 1965.

Hon. JOHN W. McCORMACK,
Speaker of the House of Representatives.

DEAR MR. SPEAKER: In accordance with the President's message of May 12, 1965, we are transmitting herewith for the consideration of the Congress proposed legislation to provide severance pay for Federal personnel involuntarily separated from the service not by removal for cause on charges of misconduct, delinquency, or inefficiency. The proposal is based on one of the recommendations of the President's Special Panel on Federal Salaries. There are enclosed a draft bill, section analysis of the draft bill, and a statement of purpose and justification.

Although separation of Federal employees is constantly occurring, the plight of those dismissed from Federal employment, in some cases after many years of service, has been emphasized by the program for closing certain military bases. While economy and efficiency of operations must continue to be the primary objective of Federal management, the treatment of those who lose their employment in the process must take into account humanitarian considerations.

Current provisions for early retirement of employees meeting certain length-of-service and age criteria cushion the blow for some of the older workers. Unemployment compensation helps meet the most critical financial needs of dismissed Federal workers as well as those dismissed by private employers. No provision broadly applicable to Federal civilian personnel exists, however, to compensate for the disruption inevitably associated with loss of employment and for the loss of seniority-related benefits earned through years of loyal service. In this respect the Government lags behind the growing number of private employers who provide some form of severance pay for laid-off employees.

The accompanying proposal would provide severance pay for career-level Federal employees, increasing in amount with length of service and with the number of years by which the recipient's age exceeds 40. Total severance pay would be subject to a maximum amount of 1 year's pay at the rate being received at time of separation. Those eligible for immediate annuities under the Civil Service Retirement Act or other conflicting benefits would not be eligible for the severance pay proposed; nor would persons separated from the service by removal for cause on charges of misconduct, delinquency, or inefficiency. Further, payments would terminate immediately in the event an individual is reemployed by the Government during a period covered by severance pay.

We urge enactment of this proposal which is necessary for the fair and enlightened treatment of Federal employees whose services must be terminated in the interest of increased efficiency and economy of Government operations.

The Bureau of the Budget advises that enactment of the recommended bill will be consistent with the administration's objectives.

A similar letter is being sent to the President of the Senate.

By direction of the Commission:

Sincerely yours,

JOHN W. MACY, Jr., *Chairman.*

STATEMENT OF PURPOSE AND JUSTIFICATION

To accompany a proposed bill to provide severance pay to certain officers and employees of the Federal Government and for other purposes

Purpose

The draft bill would provide severance pay for Federal employees, as recommended by the Special Panel on Federal Salaries. This type of compensation would help cushion the readjustment necessary when Federal employees, often with many years of loyal and competent service, must be separated from the service in the interest of efficiency and economy of Government operations.

Justification

Involuntary separations through no fault of the employee are constantly occurring among Federal personnel. In November 1964, for example, the latest month for which information is now available, reductions in force led to separation of 1,413 employees.

In particular, the present program of closing military bases illustrates circumstances under which Federal employees are terminated, some after long service, and that they are not immune to related hardships. A skilled navy yard worker, for example, may not find his specialized experience in demand at his present location when the yard is closed, and yet may not be able lightly to leave his accustomed environment in search of employment elsewhere.

The rapidly changing nature of programs and needs they are intended to fulfill, together with significant advances in technology, will continue to call for elimination or reduction of activities and closing or decreasing the size of installations. Development of new and improved methods and facilities, coupled with increases in productivity, will permit the same service to be performed by fewer employees.

With its responsibility to the taxpayer for assuring that no dollar is spent unnecessarily, the Government also has a responsibility to those of its citizens who have spent years in its service. Efficiency and economy compel the Government to take full advantage of every possible means of reducing the cost of its services without sacrificing quality. Humanitarian considerations equally demand fair treatment of the individuals whose sources of livelihood are affected in the process.

Private enterprise practices

Private firms have given increasing attention to benefits for employees necessarily laid off. Since 1944 the number of formal severance pay plans has steadily increased and the latest available evidence indicates that the trend is continuing.

A recent BLS study of 1,773 major collective bargaining agreements, each affecting 1,000 or more employees, found some form of severance pay provided in about 30 percent of the agreements covering about 40 percent of the workers. Payments are generally based on length of service. Up to 10 years of service, the single most common rate in the 377 plans analyzed in detail is 1 week's pay for each year of service, although the average for employees with 10 years of service rises to 11 weeks' pay. Average weeks of pay then increase to 17 for employees with 15 years of service, 25 for those with 20 years, and 32 for those with 25 years.

Present Federal practices

No severance pay provisions as such are broadly applicable to Federal civilian employees. Lump-sum payments for unused annual leave (which most Federal employees are permitted to accumulate up to 30 days' leave) have some cushioning effect when employees are separated involuntarily, but leave benefits are not designed for this purpose and lump-sum payments are equally available to employees leaving the service voluntarily. Unemployment compensation is also payable to Federal employees, as it is to those in private enterprise, in accordance with practices of the State in which they reside. Unemployment compensation helps tide individuals over periods of unemployment, but does not compensate them for loss of seniority and other benefits earned in their previous job, nor for the disruption of their existence that is associated with loss of employment.

Some separated employees are eligible for retirement benefits. For example, an employee covered by the Civil Service Retirement Act who is separated without cause and who has 25 years of Federal service or is at least 50 years old and has 20 years of service is eligible for an immediate annuity; one with 5 or more years of service is eligible for a deferred annuity at age 62 or for an immediate annuity if age 62 or more.

One severance pay provision does exist: under section 634 of the Foreign Service Act, any Foreign Service officer in classes 4, 5, 6, or 7 who is separated because he fails to be promoted within the specified period or fails to meet a required standard of performance receives a month's salary for each year of service, up to a maximum of 1 year's salary. This is payable in three equal annual installments beginning on the first of January next after his separation; in special cases the Secretary of State may accelerate or combine the payments.

Severance pay is also authorized for military officers. Those at certain ranks who are twice passed over for promotion and not eligible for retirement are separated and granted 2 months' basic pay for each year of creditable service up to 12, but not more than a total of \$15,000. Officers removed for failure to meet standards of performance and ineligible for retirement receive severance pay at the rate of 1 month's basic pay for each year of service up to 12.

PRINCIPAL FEATURES OF PROPOSED BILL

The proposed bill would provide severance pay benefits for Federal career-level civilian employees generally. It would not cover such groups as top executives, persons serving under appointments with a time limitation, or alien employees abroad.

To avoid duplication of benefits, the proposed bill would also exclude those receiving other forms of Federal compensation for which some separated employees are eligible. So that unforeseen situations can be treated appropriately, the President could exclude other groups.

Benefits under the proposed bill would be restricted to employees separated involuntarily but not because of misconduct, delinquency, or inefficiency. Agencies would make payments at regular pay period intervals so that if an employee is reemployed by another Federal agency before his benefit period expires (in which situation his payments would be terminated as of the date of reemployment) he will not be faced with the necessity of paying money back to the Government, as would be the case if he received his severance pay in lump sum. Periods during which severance pay is received, however, would not be considered as periods of Federal service.

Payments would be made on the basis of 1 week's pay for each year of service up through 10 years, 2 weeks' pay for each additional year, and an additional 10 percent of this total for each year by which the recipient's age exceeds 40. Total severance pay could not exceed 1 year's salary. Basing the total amount on length of service plus age seems eminently fair, as those with longest service and in the upper age group generally suffer the greatest loss in terms of benefits related to seniority and have the most difficulty in finding employment without a severe reduction in pay. Employees would be eligible for severance pay only on completion of a current, continuous 12 months of employment; thus those employed or reemployed only briefly would not be eligible for these benefits.

Together with other benefit programs already in existence or being recommended, authorization of severance pay would make full provision for the fair and considerate treatment of those employees who suffer the loss of their positions in the interest of a more efficient and economical service.

TITLE VII—STEP-INCREASES

SEC. 701. (a) Each officer or employee compensated on a per annum basis, and occupying a permanent position within the scope of the compensation schedules fixed by this Act, who has not attained the maximum rate of compensation for the grade in which his position is placed, shall be advanced in compensation successively to the next higher rate within the grade at the beginning of the next pay period following the completion of (1) each fifty-two calendar weeks of service in salary rates 1, 2, and 3, or (2) each one hundred and four calendar weeks of service in salary rates 4, 5, and 6, or (3) each one hundred and fifty-six calendar weeks of service in salary rates 7, 8, and 9, subject to the following conditions:

(A) That no equivalent increase in compensation from any cause was received during such period;

(B) That his work is of an acceptable level of competence as determined by the head of the department; and

(C) That the benefit of successive step-increases shall be preserved, under regulations issued by the Commission, for officers and employees whose continuous service is interrupted in the public interest by service with the Armed Forces or by service in essential non-Government civilian employment during a period of war or national emergency.

(b) Any increase in compensation granted by law shall not be construed to be an equivalent increase in compensation within the meaning of subsection (a).

(c) *Whenever a determination is made under subsection (a) of this section that the work of an officer or employee is not of an acceptable level of competence, he shall promptly be given written notice of the determination and an opportunity to secure a reconsideration of the determination within his department, under fair and equitable procedures which shall be established by the Commission. If the reconsideration results in a determination that the work of such officer or employee had been of an acceptable level of competence, the new determination shall supersede the earlier determination and shall be deemed to have been made as of the date of the earlier determination. If the earlier determination is affirmed by his department, the employee shall have the right of appeal to the Commission. The Commission shall review such number of reconsideration decisions of the departments to enable the Commission to determine whether they are being made in a fair and equitable manner.*

SECTIONS 201, 202, AND 204 OF THE FEDERAL EMPLOYEES
PAY ACT OF 1945 (5 U.S.C. 911, 912, AND 912b)

SEC. 201. All hours of work officially ordered or approved in excess of eight hours per day or in excess of forty hours in any administrative workweek performed by officers and employees to whom this title applies shall be considered to be overtime work and compensation for such overtime work, except as otherwise provided for in this Act, shall be at the following rates:

(1) For each officer and employee whose basic compensation is at a rate which does not exceed the minimum scheduled rate of basic compensation provided for grade [GS-9] GS-10 in the

Classification Act of 1949, as amended, the overtime hourly rate of compensation shall be an amount equal to one and one-half times the hourly rate of basic compensation of such officer or employee, and all of such amount shall be considered premium compensation.

(2) For each officer and employee whose basic compensation is at a rate which exceeds the minimum scheduled rate of basic compensation provided for grade [GS-9] GS-10 in the Classification Act of 1949, as amended, the overtime hourly rate of compensation shall be an amount equal to one and one-half times the hourly rate of such minimum scheduled rate of basic compensation, and all of such amount shall be considered premium compensation.

SEC. 202. (a) The head of any department, independent establishment, or agency, including Government-owned or controlled corporations, or of the municipal government of the District of Columbia, or the head of any legislative or judicial agency to which this title applies, (1) may, at the request of any officer or employee, grant such officer or employee compensatory time off from his scheduled tour of duty in lieu of payment for an equal amount of time spent in irregular or occasional overtime work, and (2) may, at his own discretion, provide that any officer or employee, whose rate of basic compensation is in excess of the maximum scheduled rate of basic compensation provided for grade [GS-9] GS-10 in the Classification Act of 1949, as amended, shall be compensated for irregular or occasional overtime work for which compensation would be due under this Act with an equal amount of compensatory time off from his scheduled tour of duty in lieu of such compensation.

(b) The Architect of the Capitol may, in his discretion, grant per annum employees compensatory time off from duty in lieu of overtime compensation for any work in excess of forty hours in any regularly scheduled administrative workweek.

* * * * *

TIME IN TRAVEL STATUS

SEC. 204. For the purposes of this Act, time spent in a travel status away from the official-duty station of any officer or employee shall be considered as hours of employment only when (1) within the days and hours of such officer's or employee's regularly scheduled administrative workweek, including regularly scheduled overtime hours, or (2) when the travel involves the performance of work while traveling or is carried out under arduous conditions. *To the maximum extent practicable, the head of any department, independent establishment, or agency, including Government-owned or controlled corporations, or of the municipal government of the District of Columbia, or the head of any legislative or judicial agency to which this title applies, shall schedule the time to be spent by an officer or employee in a travel status away from his official duty station within the regularly scheduled workweek of such officer or employee.*

TITLE 39, UNITED STATES CODE

Part III.—PERSONNEL

Chap.		Sec.
41.	General Provisions.....	3101
43.	Appointment and Assignment of Field Service Employees.....	3301
45.	Compensation in the Postal Field Service.....	3501

Chapter 41.—GENERAL PROVISIONS

Sec.

3101. Definitions.

EMPLOYEES GENERALLY

3103. Oath of office.

3104. No employee to receive fees.

3105. Detail of employees between field and department.

3106. Special compensation rules.

3107. *Postal employees relocation expenses.*

SPECIAL CLASSES OF EMPLOYEES

3111. Residence of postal transportation clerks.

3112. Inspectors may administer oaths.

3113. Rural carriers to furnish equipment.

3114. Rural carriers not to carry merchandise.

3115. Special delivery messengers as employees or carriers.

3116. Uniforms and badges.

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§ 3107. *Postal employees relocation expenses*

Notwithstanding any other provision of law, each employee in the postal field service who is transferred or relocated from one official station to another shall, under regulations promulgated by the Postmaster General, be granted the following allowances and expenses:

(1) *Per diem allowance, in lieu of subsistence expenses, for each member of his immediate family while en route between his old and new official stations, not in excess of the maximum per diem rates prescribed by or pursuant to law for employees of the Federal Government.*

(2) *Subsistence expenses of the employee and each member of his immediate family for a period of not to exceed thirty days while occupying temporary quarters at the place of his new official duty station, but not in excess of the maximum per diem rates prescribed by or pursuant to law for employees of the Federal Government.*

(3) *Seven days of leave with pay which shall not be charged to any other leave to which he is entitled under existing law.*

Chapter 45.—COMPENSATION IN THE POSTAL FIELD SERVICE

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COMPENSATION AND ALLOWANCES

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§ 3542. *Postal Field Service Schedule.*

[(a) There is established a basic compensation schedule for positions in the postal field service which shall be known as the Postal Field Service Schedule and for which the symbol shall be "PFS". Except as provided in sections 3543 and 3544 of this title, basic compensation shall be paid to all employees in accordance with such schedule.

POSTAL FIELD SERVICE SCHEDULE

PFS	Per annum rates and steps											
	1	2	3	4	5	6	7	8	9	10	11	12
1	\$3,945	\$4,075	\$4,205	\$4,335	\$4,465	\$4,595	\$4,725	\$4,855	\$4,985	\$5,115	\$5,245	\$5,375
2	4,270	4,410	4,550	4,690	4,830	4,970	5,110	5,250	5,390	5,530	5,670	5,810
3	4,615	4,770	4,925	5,080	5,235	5,390	5,545	5,700	5,855	6,010	6,165	6,320
4	5,000	5,165	5,330	5,495	5,660	5,825	5,990	6,155	6,320	6,485	6,650	6,815
5	5,345	5,525	5,705	5,885	6,065	6,245	6,425	6,605	6,785	6,965	7,145	7,325
6	5,735	5,925	6,115	6,305	6,495	6,685	6,875	7,065	7,255	7,445	7,635	7,825
7	6,140	6,345	6,550	6,755	6,960	7,165	7,370	7,575	7,780	7,985	8,190	
8	6,650	6,870	7,090	7,310	7,530	7,750	7,970	8,190	8,410	8,630		
9	7,190	7,430	7,670	7,910	8,150	8,390	8,630	8,870	9,110	9,350		
10	7,830	8,095	8,360	8,625	8,890	9,155	9,420	9,685	9,950	10,215		
11	8,650	8,945	9,240	9,535	9,830	10,125	10,420	10,715	11,010	11,305		
12	9,570	9,895	10,220	10,545	10,870	11,195	11,520	11,845	12,170	12,495		
13	10,575	10,940	11,305	11,670	12,035	12,400	12,765	13,130	13,495	13,860		
14	11,660	12,065	12,470	12,875	13,280	13,685	14,090	14,495	14,900	15,305		
15	12,885	13,330	13,775	14,220	14,665	15,110	15,555	16,000	16,445	16,890		
16	14,240	14,735	15,230	15,725	16,220	16,715	17,210	17,705	18,200	18,695		
17	15,755	16,305	16,855	17,405	17,955	18,505	19,055	19,605	20,155	20,705		
18	17,450	18,060	18,670	19,280	19,890	20,500	21,110	21,720	22,330	22,940		
19	19,345	20,020	20,695	21,370	22,045	22,720	23,395	24,070				
20	21,445	22,195	22,945	23,695	24,445							

(a) There is established a basic compensation schedule for positions in the postal field service which shall be known as the Postal Field Service Schedule and for which the symbol shall be "PFS". Except as provided in section 111(b) of the Federal Salary Adjustment Act of 1965 and in sections 3543 and 3544 of this title, basic compensation shall be paid to all employees in accordance with such schedule.

POSTAL FIELD SERVICE SCHEDULE

PFS	Per annum rates and steps											
	1	2	3	4	5	6	7	8	9	10	11	12
1	\$4,120	\$4,250	\$4,382	\$4,528	\$4,664	\$4,800	\$4,936	\$5,072	\$5,208	\$5,344	\$5,480	\$5,616
2	4,465	4,611	4,757	4,903	5,049	5,195	5,341	5,487	5,633	5,779	5,925	6,071
3	4,822	4,984	5,146	5,308	5,470	5,632	5,794	5,956	6,118	6,280	6,442	6,604
4	5,230	5,402	5,574	5,746	5,918	6,090	6,262	6,434	6,606	6,778	6,950	7,122
5	5,685	5,773	5,961	6,149	6,337	6,525	6,713	6,901	7,089	7,277	7,465	7,653
6	5,990	6,189	6,388	6,587	6,786	6,985	7,184	7,383	7,582	7,781	7,980	8,179
7	6,418	6,632	6,846	7,060	7,274	7,488	7,702	7,916	8,130	8,344	8,558	
8	6,949	7,179	7,409	7,639	7,869	8,099	8,329	8,559	8,789	9,019		
9	7,511	7,762	8,013	8,264	8,515	8,766	9,017	9,268	9,519	9,770		
10	8,181	8,458	8,735	9,012	9,289	9,566	9,843	10,120	10,397	10,674		
11	9,040	9,348	9,656	9,964	10,272	10,580	10,888	11,196	11,504	11,812		
12	10,000	10,340	10,680	11,020	11,360	11,700	12,040	12,380	12,720	13,060		
13	11,052	11,433	11,814	12,195	12,576	12,957	13,338	13,719	14,100	14,481		
14	12,185	12,608	13,031	13,454	13,877	14,300	14,723	15,146	15,569	15,992		
15	13,465	13,930	14,395	14,860	15,325	15,790	16,255	16,720	17,185	17,650		
16	14,882	15,399	15,916	16,433	16,950	17,467	17,984	18,501	19,018	19,535		
17	16,463	17,038	17,613	18,188	18,763	19,338	19,913	20,488	21,063	21,638		
18	18,240	18,877	19,514	20,151	20,788	21,425	22,062	22,699	23,336	23,973		
19	20,215	20,920	21,625	22,330	23,035	23,740	24,445	25,150				
20	22,410	23,194	23,978	24,762	25,546							

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§ 3543. Rural Carrier Schedule

[(a) There is established a basic compensation schedule which shall be known as the Rural Carrier Schedule and for which the symbol shall be "RCS".

RURAL CARRIER SCHEDULE

	Per annum rates and steps											
	1	2	3	4	5	6	7	8	9	10	11	12
Carriers in rural delivery service:												
Fixed compensation per annum	\$2,240	\$2,345	\$2,450	\$2,555	\$2,660	\$2,765	\$2,870	\$2,975	\$3,080	\$3,185	\$3,290	\$3,395
Compensation per mile per annum for each mile up to 30 miles of route	82	84	86	88	90	92	94	96	98	100	102	104
For each mile of route over 30 miles	25	25	25	25	25	25	25	25	25	25	25	25

(a) There is established a basic compensation schedule which shall be known as the Rural Carrier Schedule and for which the symbol shall be "RCS". Except as provided in section 111(b) of the Federal Salary Adjustment Act of 1965, compensation shall be paid to rural carriers in accordance with this schedule.

RURAL CARRIER SCHEDULE

	Per annum rates and steps											
	1	2	3	4	5	6	7	8	9	10	11	12
Carrier in rural delivery service: fixed compensation per annum	\$2,350	\$2,462	\$2,574	\$2,686	\$2,798	\$2,910	\$3,022	\$3,134	\$3,246	\$3,358	\$3,470	\$3,582
Compensation per mile per annum for each mile up to 30 miles of route	86	88	90	92	94	96	98	100	102	104	106	108
For each mile of route over 30 miles	25	25	25	25	25	25	25	25	25	25	25	25

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§ 3544. Fourth Class Office Schedule

[(a) There is established a basic compensation schedule which shall be known as the Fourth Class Office Schedule and for which the symbol shall be "FOS" for postmasters in post offices of the fourth class which is based on the revenue units of the post office for the preceding fiscal year. Basic compensation shall be paid to postmasters in post offices of the fourth class in accordance with this schedule.

FOURTH-CLASS OFFICE SCHEDULE

Revenue units	Per annum rates and steps											
	1	2	3	4	5	6	7	8	9	10	11	12
30 but less than 36	\$3,769	\$3,894	\$4,019	\$4,144	\$4,269	\$4,394	\$4,519	\$4,644	\$4,769	\$4,894	\$5,019	\$5,144
24 but less than 30	3,485	3,600	3,715	3,830	3,945	4,060	4,175	4,290	4,405	4,520	4,635	4,750
18 but less than 24	2,877	2,974	3,071	3,168	3,265	3,362	3,459	3,556	3,653	3,750	3,847	3,944
12 but less than 18	2,258	2,331	2,404	2,477	2,550	2,623	2,696	2,769	2,842	2,915	2,988	3,061
6 but less than 12	1,628	1,680	1,732	1,784	1,836	1,888	1,940	1,992	2,044	2,096	2,148	2,200
Less than 6	1,313	1,355	1,397	1,439	1,481	1,523	1,565	1,607	1,649	1,691	1,733	1,775

(a) There is established a basic compensation schedule which shall be known as the Fourth Class Office Schedule and for which the symbol shall be "FOS", for postmasters in post offices of the fourth class which is based on the revenue units of the post office for the preceding fiscal year. Except as provided in section 111(b) of the Federal Salary Adjustment Act of 1965, basic compensation shall be paid to postmasters in post offices of the fourth class in accordance with this schedule.

FOURTH CLASS OFFICE SCHEDULE

Revenue units	Per annum rates and steps											
	1	2	3	4	5	6	7	8	9	10	11	12
30 but less than 36	\$3,936	\$4,067	\$4,198	\$4,329	\$4,460	\$4,591	\$4,722	\$4,853	\$4,984	\$5,115	\$5,246	\$5,377
24 but less than 30	3,643	3,763	3,883	4,003	4,123	4,243	4,363	4,483	4,603	4,723	4,843	4,963
18 but less than 24	3,009	3,110	3,211	3,312	3,413	3,514	3,615	3,716	3,817	3,918	4,019	4,120
12 but less than 18	2,360	2,436	2,512	2,588	2,664	2,740	2,816	2,892	2,968	3,044	3,120	3,196
6 but less than 12	1,701	1,755	1,809	1,863	1,917	1,971	2,025	2,079	2,133	2,187	2,241	2,295
Less than 6	1,372	1,416	1,460	1,504	1,548	1,592	1,636	1,680	1,724	1,768	1,812	1,856

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SALARY STEPS AND PROMOTIONS

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§ 3552. Automatic advancement by step increases.

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[(d) Notwithstanding the provisions of subsections (a), (b), and (c) of this section, the Postmaster General is authorized to advance any employee in PFS level 9 or below who—

[(1) was promoted to a higher level between July 9, 1960, and October 13, 1962; and

[(2) is senior with respect to total postal service to an employee in his own post office promoted to the same position since October 13, 1962, and is at a step in the level below the step of the junior employee.

Any increase under the provisions of this subsection shall not constitute an equivalent increase and credit earned prior to adjustment under this subsection for advancement to the next step shall be retained.】

(d) *Notwithstanding any other provision of this section, the Postmaster General shall advance any employee in the postal field service who—*

(1) *was promoted to a higher level between July 9, 1960, and October 13, 1962; and*

(2) *is senior with respect to total postal service to an employee in the same post office promoted to the same level on or after October 13, 1962, and is in a step in the same level below the step of the junior employee.*

Such advancement by the Postmaster General shall be to the highest step which is held by any such junior employee. Any increase under the provisions of this subsection shall not constitute an equivalent increase and credit earned prior to adjustment under this subsection for advancement to the next step shall be retained.

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HOURS OF WORK AND OVERTIME

【§ 3571. Maximum hours of work.

【Except as otherwise provided in this title, employees may not be required to work more than eight hours a day. The work schedule of employees shall be regulated so that the eight hours of service does not extend over a longer period than ten consecutive hours.】

§ 3571. *Maximum hours of work*

Employees may not be required to work more than twelve hours a day except for emergencies as determined by the Postmaster General. The work schedule of an annual rate or hourly rate regular employee shall be regulated so that the eight hours of scheduled service does not extend over a longer period than ten consecutive hours. The work span of any other employee shall not extend over a longer period than twelve consecutive hours. A basic workweek is established for all postal field service employees, consisting of five eight-hour days excluding Saturday and Sunday. To provide service on days other than those included in the basic workweek, the Postmaster General shall establish work schedules in advance for annual rate regular employees consisting of five eight-hour days in each week. To the maximum extent possible, senior annual rate regular employees shall be assigned to the basic workweek, except for any such senior annual rate regular employee who expresses a preference for a workweek other than the basic workweek.

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【§ 3573. Compensatory time, overtime, and holidays.

【In emergencies or if the needs of the service require, the Postmaster General may require employees to work more than eight hours in one day, or on Saturdays, Sundays, or holidays. For that service he shall grant employees in the “PFS” Schedule compensatory time or pay them overtime compensation under the following rules:

【(1) Each employee in or below salary level PFS-7 shall be paid for all work in excess of eight hours in one day at the rate of 150 per centum of his hourly basic compensation.

【(2) (A) Each employee in or below salary level PFS-7 who performs work on Saturdays or Sundays shall, under regulations

prescribed by the Postmaster General, be granted compensatory time in an amount equal to the excess time worked within five working days, except that, in lieu of such compensatory time, the Postmaster General may, if the exigencies of the service require, authorize him to be paid, for work performed on Saturdays and Sundays during the month of December, at the rate of 150 per centum of his hourly basic compensation.

[(B) If the work performed by such employees on Saturdays and Sundays is less than eight hours, such service, in the discretion of the Postmaster General may be carried forward and combined with similar service performed on other Saturdays and Sundays. The employees may be allowed compensatory time for combined service or any part thereof at any time, except that, whenever at least eight hours of such service has been accumulated, the employees shall be allowed eight hours compensatory time on one day within five working days next succeeding the Saturday or Sunday on which the total accumulated service was at least eight hours.]

[(3) For time worked on a day referred to as a holiday in section 87b of title 5, or on a day designated by Executive order as a holiday for Federal employees generally, each employee in or below salary level PFS-7, under regulations prescribed by the Postmaster General, shall either be granted compensatory time in an amount equal to the time worked within thirty working days, or be paid premium compensation at a rate equal to his hourly basic compensation for the time so worked. For work performed on Christmas Day, premium compensation shall be paid at a rate equal to 150 per centum of the employee's hourly basic compensation.]

[(4) Each employee in or above salary level PFS-8 who performs overtime or holiday work as described in this section, under regulations prescribed by the Postmaster General, shall be granted compensatory time in an amount equal to the overtime or holiday work.]

[(5) If an employee is entitled under this section to unused compensatory time at the time of his death, the Postmaster General shall pay at the rate prescribed in this section, but not less than a sum equal to the employee's hourly basic compensation, for each hour of such unused compensatory time to the person or persons surviving at the date of such employee's death. Such payment shall be made in the order of precedence prescribed in the first section of the Act of August 3, 1950 (5 U.S.C. 61f), and shall be a bar to recovery by any other person of amounts so paid.]

§ 3573. *Compensatory time, overtime, and holidays*

(a) *In emergencies or if the needs of the service require, the Postmaster General may require employees to perform overtime work or to work on holidays. Overtime work is any work officially ordered or approved which is performed by—*

(1) *an annual rate regular employee in excess of his regular work schedule or on a Sunday,*

(2) an hourly rate regular employee (A) in excess of eight hours in a day, (B) in excess of forty hours in a week, or (C) on a Sunday, and

(3) a substitute employee (A) in excess of eight hours a day or (B) in excess of forty hours a week.

(b) For each hour of overtime work, an employee in the PFS schedule shall be compensated as follows:

(1) Each employee in or below salary level PFS-10 shall be paid at the rate of 150 per centum of the hourly rate of basic compensation for his level and step computed by dividing the scheduled annual rate of basic compensation by 2,080.

(2) Each employee in or above salary level PFS-11 shall be granted compensatory time equal to the overtime work or, in the discretion of the Postmaster General, in lieu thereof shall be paid at the rate of 150 percent of the hourly rate of basic compensation of the employee or of the hourly rate of the basic compensation for the highest step rate of salary level PFS-10, whichever is the lesser.

(c) For officially ordered or approved time worked on a day referred to as a holiday in the Act of December 26, 1941 (55 Stat. 862; 5 U.S.C. 87b), or on a day designated by Executive order as a holiday for Federal employees, under regulations prescribed by the Postmaster General, an employee in the PFS schedule shall be paid, in lieu of all other compensation, as follows:

(1) Each employee in or below salary level PFS-10 shall be paid at the rate of 200 per centum of the hourly rate of basic compensation for his level and step computed by dividing the scheduled annual rate of basic compensation by 2,080.

(2) Each employee in or above salary level PFS-11 shall be granted compensatory time in an amount equal to the time worked on such holiday within thirty working days thereafter or, in the discretion of the Postmaster General, in lieu thereof shall be compensated for the time so worked at the rate of 200 per centum of the hourly rate of basic compensation for his level and step computed by dividing the scheduled annual rate of basic compensation by 2,080. Notwithstanding any other provision of this subsection, for work performed on Christmas Day, each employee shall be paid at the rate of 250 per centum of the hourly rate of basic compensation for his level and step computed by dividing the scheduled annual rate of basic compensation by 2,080.

(d) The Postmaster General shall establish conditions for the use of compensatory time earned and the payment of compensation for unused compensatory time.

(e) If an employee is entitled under this section to unused compensatory time at the time of his death, the Postmaster General shall pay at the rate prescribed in this section, but not less than a sum equal to the employee's hourly basic compensation, for each hour of such unused compensatory time to the person or persons surviving at the date of such employee's death. Such payment shall be made in the order of precedence prescribed in the first section of the Act of August 3, 1950 (5 U.S.C. 61f), and shall be a bar to recovery by any other persons of amounts so paid.

(f) Notwithstanding any provision of this section, other than subsection (e), no employee shall be paid overtime or holiday compensation for a pay period which when added to his basic compensation for the pay period exceeds one twenty-sixth of the annual rate of basic compensation for the highest step of salary level PFS-17.

(g) *For the purposes of this section and section 3571 of this title—*

(1) *“annual rate regular employee” means an employee for whom the Postmaster General has established a regular work schedule consisting of five eight-hour days in accordance with section 3571 of this title;*

(2) *“hourly rate regular employee” means an employee for whom the Postmaster General has established a regular work schedule consisting of not more than forty hours a week; and*

(3) *“substitute employee” means an employee for whom the Postmaster General has not established a regular work schedule.*

* * * * *

§ 3575. Exemptions

[(a) Sections 3571, 3573, and 3574 of this title do not apply to the heads of regional or district offices and such other employees of the headquarters staff of regional and district offices as the Postmaster General designates, or to postmasters, rural carriers, post office inspectors, traveling mechanics, and traveling examiners of equipment and supplies.

[(b) Sections 3571 and 3573 of this title do not apply to substitute employees and to employees in the Postal Transportation Service and the Motor Vehicle Service assigned to road duty.

[(c) Section 3571 of this title does not apply to employees in post offices of the third class.

[(d) The provisions of section 3573 of this title relating to compensatory time and overtime compensation for work on Saturdays or Sundays do not apply to hourly rate regular employees and to employees in post offices of the third class.]

§ 3575. Exemptions

(a) *Sections 3571, 3573, and 3574 of this title do not apply to postmasters, rural carriers, postal inspectors, and employees in salary level PFS-15 and above.*

(b) *Sections 3571 and 3573 of this title do not apply to employees referred to in section 3581 of this title.*

(c) *Section 3571 of this title does not apply to employees in post offices of the third class.*

SECTION 4107 OF TITLE 38, UNITED STATES CODE

§ 4107. Grades and pay scales

(a) [The] *Except as provided in section 111(b) of the Federal Salary Adjustment Act of 1965, the per annum full-pay scale or ranges for positions provided in section 4103 of this title, other than Chief Medical Director and Deputy Chief Medical Director, shall be as follows:*

SECTION 4103 SCHEDULE

Assistant Chief Medical Director, [\$24,500] \$25,602.

Medical Director, [\$21,445] \$22,410 minimum to [\$24,445] \$25,545 maximum.

Director of Nursing Service, [\$16,460] \$17,200 minimum to [\$21,590] \$22,564 maximum.

Director of Chaplain Service, **[\$16,460]** \$17,200 minimum to **[\$21,590]** \$22,564 maximum.

Chief Pharmacist, **[\$16,460]** \$17,200 minimum to **[\$21,590]** \$22,564 maximum.

Chief Dietitian, **[\$16,460]** \$17,200 minimum to **[\$21,590]** \$22,564 maximum.

(b) (1) The grades and per annum full-pay ranges for positions provided in paragraph (1) of section 4104 of this title shall be as follows:

PHYSICIAN AND DENTIST SCHEDULE

Director grade, **[\$18,935]** \$19,790 minimum to **[\$24,175]** \$25,262 maximum.

Executive grade, **[\$17,655]** \$18,449 minimum to **[\$23,190]** \$24,234 maximum.

Chief grade, **[\$16,460]** \$17,200 minimum to **[\$21,590]** \$22,564 maximum.

Senior grade, **[\$14,170]** \$14,808 minimum to **[\$18,580]** \$19,416 maximum.

Intermediate grade, **[\$12,075]** \$12,618 minimum to **[\$15,855]** \$16,569 maximum.

Full grade, **[\$10,250]** \$10,711 minimum to **[\$13,455]** \$14,050 maximum.

Associate grade, **[\$8,650]** \$9,040 minimum to **[\$11,305]** \$11,812 maximum.

NURSE SCHEDULE

Assistant Director grade, **[\$14,170]** \$14,808 minimum to **[\$18,580]** \$19,416 maximum.

Chief grade, **[\$12,075]** \$12,618 minimum to **[\$15,855]** \$16,569 maximum.

Senior grade, **[\$10,250]** \$10,711 minimum to **[\$13,445]** \$14,050 maximum.

Intermediate grade, **[\$8,650]** \$9,040 minimum to **[\$11,305]** \$11,812 maximum.

Full grade, **[\$7,220]** \$7,545 minimum to **[\$9,425]** \$9,849 maximum.

Associate grade, **[\$6,315]** \$6,600 minimum to **[\$8,205]** \$8,578 maximum.

Junior grade, **[\$5,505]** \$5,755 minimum to **[\$7,170]** \$7,492 maximum.

(2) No person may hold the director grade unless he is serving as a director of a hospital, domiciliary, center, or outpatient clinic (independent). No person may hold the executive grade unless he holds the position of chief of staff at a hospital, center, or outpatient clinic (independent), or the position of clinic director at an outpatient clinic, or comparable position.

SECTIONS 412 AND 415(a) OF THE FOREIGN SERVICE ACT OF 1946 (22 U.S.C. 867 AND 870(a))

FOREIGN SERVICE OFFICERS

SEC. 412. There shall be ten classes of Foreign Service officers, including the classes of career ambassador and of career minister. The per annum salary of a career ambassador shall be at the rate provided by law for level IV of the Federal Executive Salary Schedule. The per annum salary of a career minister shall be at the rate provided by law for level V of such schedule. [The] *Except as provided in section 111(b) of the Federal Salary Adjustment Act of 1965, the per annum salaries of Foreign Service officers within each of the other classes shall be as follows:*

1-----	\$22,650	\$23,440	\$24,500				
2-----	18,295	18,930	19,565	\$20,200	\$20,835	\$21,470	\$22,105
Class 3-----	14,860	15,375	15,890	16,405	16,920	17,435	17,950
Class 4-----	12,075	12,495	12,915	13,335	13,755	14,175	14,595
Class 5-----	9,945	10,290	10,635	10,980	11,325	11,670	12,015
Class 6-----	8,295	8,580	8,865	9,150	9,435	9,720	10,005
Class 7-----	7,010	7,245	7,480	7,715	7,950	8,185	8,420
Class 8-----	6,050	6,250	6,450	6,650	6,850	7,050	7,250

Class 1-----	\$23,670	\$24,636	\$25,602				
Class 2-----	19,117	19,781	20,445	\$21,109	\$21,773	\$22,437	\$23,101
Class 3-----	15,530	16,068	16,606	17,144	17,682	18,220	18,758
Class 4-----	12,618	13,067	13,496	13,935	14,374	14,813	15,252
Class 5-----	10,395	10,755	11,115	11,475	11,835	12,195	12,555
Class 6-----	8,668	8,966	9,264	9,562	9,860	10,158	10,456
Class 7-----	7,524	7,670	7,816	8,062	8,308	8,554	8,800
Class 8-----	6,322	6,531	6,740	6,949	7,158	7,367	7,576

* * * * *

FOREIGN SERVICE STAFF OFFICERS AND EMPLOYEES

SEC. 415. (a) There shall be ten classes of Foreign Service staff officers and employees, referred to hereafter as staff officers and employees. [The] *Except as provided in section 111(b) of the Federal Salary Adjustment Act of 1965, the per annum salaries of such staff officers and employees within each class shall be as follows:*

Class 1-----	\$14,860	\$15,375	\$15,890	\$16,405	\$16,920	\$17,435	\$17,950	\$18,465	\$18,980	\$19,495
Class 2-----	12,075	12,495	12,915	13,335	13,755	14,175	14,595	15,015	15,435	15,855
Class 3-----	9,945	10,290	10,635	10,980	11,325	11,670	12,015	12,360	12,705	13,050
Class 4-----	8,295	8,580	8,865	9,150	9,435	9,720	10,005	10,290	10,575	10,860
Class 5-----	7,480	7,735	7,990	8,245	8,500	8,755	9,010	9,265	9,520	9,775
Class 6-----	6,755	6,980	7,205	7,430	7,655	7,880	8,105	8,330	8,555	8,780
Class 7-----	6,205	6,410	6,615	6,820	7,025	7,230	7,435	7,640	7,845	8,050
Class 8-----	5,490	5,675	5,860	6,045	6,230	6,415	6,600	6,785	6,970	7,155
Class 9-----	5,010	5,175	5,340	5,505	5,670	5,835	6,000	6,165	6,330	6,495
Class 10-----	4,480	4,630	4,780	4,930	5,080	5,230	5,380	5,530	5,680	5,830

Class 1	\$15,530	\$16,068	\$16,606	\$17,144	\$17,682	\$18,220	\$18,758	\$19,296	\$19,834	\$20,372
Class 2	12,618	13,057	13,496	13,935	14,374	14,813	15,252	15,691	16,130	16,569
Class 3	10,895	10,755	11,115	11,475	11,835	12,195	12,555	12,915	13,275	13,635
Class 4	8,668	8,966	9,264	9,562	9,860	10,158	10,456	10,754	11,052	11,350
Class 5	7,814	8,081	8,348	8,615	8,882	9,149	9,416	9,683	9,950	10,217
Class 6	7,060	7,295	7,530	7,765	8,000	8,235	8,470	8,705	8,940	9,175
Class 7	6,484	6,698	6,912	7,126	7,340	7,554	7,768	7,982	8,196	8,410
Class 8	5,740	5,933	6,126	6,319	6,512	6,705	6,898	7,091	7,284	7,477
Class 9	5,232	5,405	5,578	5,751	5,924	6,097	6,270	6,443	6,616	6,789
Class 10	4,680	4,837	4,994	5,151	5,308	5,465	5,622	5,779	5,936	6,093

SECTION 503 OF THE FEDERAL SALARY REFORM ACT OF 1962 (5 U.S.C. 1172)

IMPLEMENTATION OF POLICY

[SEC. 503. In order to give effect to the policy stated in section 502, the President: (1) shall direct such agency or agencies, as he deems appropriate, to prepare and submit to him annually a report which compares the rates of salary fixed by statute for Federal employees with the rates of salary paid for the same levels of work in private enterprise as determined on the basis of appropriate annual surveys conducted by the Bureau of Labor Statistics, and, after seeking the views of such employee organizations as he deems appropriate and in such manner as he may provide, (2) shall report annually to the Congress (a) this comparison of Federal and private enterprise salary rates and (b) such recommendations for revision of statutory salary schedules, salary structures, and compensation policy, as he deems advisable.]

IMPLEMENTATION OF POLICY

SEC. 503. (a) In order to carry out the policy stated in section 502 of this Act, the President—

(1) shall direct such agency or agencies, as he deems appropriate, annually to prepare and submit to him a report which compares the rates of salary, as fixed or authorized by or pursuant to law, for Federal employees with the rates of salary paid for the same levels of work in private enterprise as determined on the basis of appropriate annual surveys conducted by the Bureau of Labor Statistics and

(2) after seeking the views of such employee organizations as he deems appropriate and in such manner as he may provide, shall report annually to the Congress—

(A) this comparison of Federal and private enterprise salary rates, and

(B) such recommendations for revision of salary schedules, salary structures, and compensation policy, as he deems advisable.

(b) Procedures established by the President under subsection (a) of this section for seeking the views of employee organizations shall provide authorized representatives of major Federal employee organizations the opportunity—

(1) to review the findings of the most recent Bureau of Labor Statistics annual survey and the results of the comparison of Federal salary schedules with rates of salary in private enterprise, and

(2) to submit their comments and recommendations for consideration.

Comments and recommendations submitted in accordance with clause (2) of the immediately preceding sentence shall be transmitted to the President with the report submitted to him, by the agency or agencies he directs, which compares the rates of salary fixed or authorized by or pursuant to law for Federal employees with the rates of salary paid for the same levels of work in private enterprise.

SECTION 601(a) OF THE LEGISLATIVE REORGANIZATION ACT OF 1946 (2 U.S.C. 31)

(a) The compensation of Senators, Representatives in Congress, and the Resident Commissioner from Puerto Rico shall be at the rate of \$30,000 per annum [each; and the] *each*. The compensation of the Speaker of the House of Representatives shall be at the rate of \$43,000 per annum. *The compensation of the Majority Leader and the Minority Leader of the House of Representatives shall be at the rate of \$35,000 per annum each.*

THE FEDERAL EMPLOYEES UNIFORM ALLOWANCE ACT (TITLE IV OF THE ACT OF SEPTEMBER 1, 1954; PUBLIC LAW 763, EIGHTY-THIRD CONGRESS; 5 U.S.C. 2131-2133)

TITLE IV—UNIFORM ALLOWANCES

SEC. 401. This title may be cited as the "Federal Employees Uniform Allowance Act".

SEC. 402. There is hereby authorized to be appropriated annually to each agency of the Government of the United States or of the District of Columbia (including Government-owned corporations), upon a showing of the necessity or desirability thereof, an amount not to exceed **[\$100]** \$150 multiplied by the number of the employees of such agency who are required by regulation or by law to wear a prescribed uniform in the performance of his or her official duties and who are not being furnished with such uniform. The head of any agency to which any such appropriation is made shall, out of funds made available by such appropriation, (1) furnish to each such employee such uniform at a cost not to exceed **[\$100]** \$150 per annum, or (2) pay to each such employee an allowance for defraying the expenses of acquisition of such uniform at such times and in such amounts, not to exceed **[\$100]** \$150 per annum, as may be prescribed in accordance with rules and regulations promulgated pursuant to section 404. Where the furnishing of a uniform or the payment of a uniform allowance is authorized under any other provision of law or regulation existing on the date of enactment of this Act, the head of the agency may in his discretion continue the furnishing of such uniform or the payment of such allowance under such law or regulation, but where a uniform is furnished or allowance paid under any such law or regulation no uniform shall be furnished or allowance paid under this section.

SEC. 403. Allowances paid under this title shall not be considered as pay, salary, or compensation within the meaning of the Civil Service Retirement Act of May 29, 1930, as amended, or as wages

within the meaning of section 209 of the Social Security Act, as amended, or chapters 21 and 24 of the Internal Revenue Code of 1954.

SEC. 404. The Director of the Bureau of the Budget is authorized and directed to promulgate such rules and regulations as may be necessary to provide for the uniform administration of this title.

SECTION 6 OF THE ACT OF JUNE 30, 1906, AS AMENDED (5 U.S.C. 84)

SEC. 6. Hereafter, where the compensation of any person in the service of the United States (except persons whose compensation is computed in accordance with section 604(d) of the Federal Employees Pay Act of 1945) is annual or monthly the following rules for division of time and computation of pay for services rendered are hereby established: Annual compensation shall be divided into twelve equal installments, one of which shall be the pay for each calendar month; and in making payments for a fractional part of a month one-thirtieth of one of such installments, or of a monthly compensation, shall be the daily rate of pay. For the purpose of computing such compensation and for computing time for services rendered during a fractional part of a month in connection with annual or monthly compensation, each and every month shall be held to consist of thirty days, without regard to the actual number of days in any calendar month, thus excluding the thirty-first of any calendar month from the computation and treating February as if it actually had thirty days. Any such person entering the service of the United States during a thirty-one day month and serving until the end thereof shall be entitled to pay for that month from the date of entry to the thirtieth day of said month, both days inclusive; and any person entering said service during the month of February and serving until the end thereof shall be entitled to one month's pay, less as many thirtieths thereof as there were days elapsed prior to date of entry: *Provided*, That for one day's unauthorized absence on the thirty-first day of any calendar month one day's pay shall be forfeited: *And provided*, That the compensation of any civilian officer or employee who is subject to this Act may be computed in accordance with the provisions of section 604(d) of the Federal Employees Pay Act of 1945, as amended (5 U.S.C. 944(c)).

SECTION 10 OF THE FEDERAL RESERVE ACT, AS AMENDED (12 U.S.C. 241)

SECTION 10. BOARD OF GOVERNORS OF THE FEDERAL RESERVE SYSTEM

1. Appointment and qualification of members

SEC. 10. The Board of Governors of the Federal Reserve System (hereinafter referred to as the "Board") shall be composed of seven members, to be appointed by the President, by and with the advice and consent of the Senate, after the date of enactment of the Banking Act of 1935, for terms of fourteen years except as hereinafter provided, but each appointive member of the Federal Reserve Board in office on such

date shall continue to serve as a member of the Board until February 1, 1936, and the Secretary of the Treasury and the Comptroller of the Currency shall continue to serve as members of the Board until February 1, 1936. In selecting the members of the Board, not more than one of whom shall be selected from any one Federal Reserve district, the President shall have due regard to a fair representation of the financial, agricultural, industrial, and commercial interests, and geographical divisions of the country. The members of the Board shall devote their entire time to the business of the Board and shall each receive an annual salary of \$15,000, [payable monthly,] together with actual necessary traveling expenses.

THE PORTION OF SECTION 2 OF THE FEDERAL TRADE COMMISSION ACT RELATING TO THE COMPENSATION OF THE SECRETARY TO THE FEDERAL TRADE COMMISSION (15 U.S.C. 42)

SEC. 2. * * * The Commission shall appoint a secretary [who shall receive a salary, payable in the same manner as the salaries of the judges of the courts of the United States,] * * *.

SECTION 7443(c) OF THE INTERNAL REVENUE CODE OF 1954

(c) SALARY.—Each judge shall receive salary at the rate of \$30,000 per annum[, to be paid in monthly installments].

SECTION 303(e) OF THE FEDERAL EXECUTIVE SALARY ACT OF 1964 (5 U.S.C. 2211(e))

(e) Level V of the Federal Executive Salary Schedule shall apply to the following offices and positions, for which the annual rate of basic compensation shall be \$26,000:

(1) Administrator, Agricultural Marketing Service, Department of Agriculture.

(2) Administrator, Agricultural Research Service, Department of Agriculture.

(3) Administrator, Agricultural Stabilization and Conservation Service, Department of Agriculture.

(4) Administrator, Farmers Home Administration.

(5) Administrator, Foreign Agricultural Service, Department of Agriculture.

(6) Administrator, Rural Electrification Administration, Department of Agriculture.

(7) Administrator, Soil Conservation Service, Department of Agriculture.

(8) Administrator, Bonneville Power Administration, Department of the Interior.

(9) Administrator of the National Capital Transportation Agency.

(10) Administrator of the Saint Lawrence Seaway Development Corporation.

(11) Deputy Administrators of the Small Business Administration (4).

(12) Associate Administrator for Administration, Federal Aviation Agency.

(13) Associate Administrator for Development, Federal Aviation Agency.

(14) Associate Administrator for Programs, Federal Aviation Agency.

(15) Associate Administrator for Advanced Research and Technology, National Aeronautics and Space Administration.

(16) Associate Administrator for Space Science and Applications, National Aeronautics and Space Administration.

(17) Associate Administrator for Manned Space Flight, National Aeronautics and Space Administration.

(18) Associate Deputy Administrator, National Aeronautics and Space Administration.

(19) Deputy Associate Administrator, National Aeronautics and Space Administration.

(20) Associate Deputy Administrator of Veterans' Affairs.

(21) Archivist of the United States.

(22) Area Redevelopment Administrator, Department of Commerce.

(23) Assistant Secretary of Agriculture for Administration.

(24) Assistant Secretary of Health, Education, and Welfare for Administration.

(25) Assistant Secretary of the Interior for Administration.

(26) Assistant Attorney General for Administration.

(27) Assistant Secretary of Labor for Administration.

(28) Assistant Secretary of the Treasury for Administration.

(29) Assistant General Manager, Atomic Energy Commission.

(30) Assistant and Science Adviser to the Secretary of the Interior.

(31) Chairman, Foreign Claims Settlement Commission of the United States.

(32) Chairman of the Military Liaison Committee to the Atomic Energy Commission, Department of Defense.

(33) Chairman of the Renegotiation Board.

(34) Chairman of the Subversive Activities Control Board.

(35) Chief Counsel for the Internal Revenue Service, Department of the Treasury.

(36) Chief Forester of the Forest Service, Department of Agriculture.

(37) Chief Postal Inspector, Post Office Department.

(38) Chief, Weather Bureau, Department of Commerce.

(39) Commissioner of Customs, Department of the Treasury.

(40) Commissioner, Federal Supply Service, General Services Administration.

(41) Commissioner of Education, Department of Health, Education, and Welfare.

(42) Commissioner of Fish and Wildlife, Department of the Interior.

(43) Commissioner of Food and Drugs, Department of Health, Education, and Welfare.

(44) Commissioner of Immigration and Naturalization, Department of Justice.

(45) Commissioner of Indian Affairs, Department of the Interior.

(46) Chief Commissioner, Indian Claims Commission.

(47) Associate Commissioners, Indian Claims Commission (2).

(48) Commissioner of Patents, Department of Commerce.

(49) Commissioner, Public Buildings Service, General Services Administration.

(50) Commissioner of Reclamation, Department of the Interior.

(51) Commissioner of Social Security, Department of Health, Education, and Welfare.

(52) Commissioner of Vocational Rehabilitation, Department of Health, Education, and Welfare.

(53) Commissioner of Welfare, Department of Health, Education, and Welfare,

(54) Director, Advanced Research Projects Agency, Department of Defense.

(55) Director of Agricultural Economics, Department of Agriculture.

(56) Director, Bureau of the Census, Department of Commerce.

(57) Director, Bureau of Mines, Department of the Interior.

(58) Director, Bureau of Prisons, Department of Justice.

(59) Director, Geological Survey, Department of the Interior.

(60) Director, Office of Research and Engineering, Post Office Department.

(61) Director, National Bureau of Standards, Department of Commerce.

(62) Director of Regulation, Atomic Energy Commission.

(63) Director of Science and Education, Department of Agriculture.

(64) Deputy Under Secretary for Monetary Affairs, Department of the Treasury.

(65) Deputy Commissioner of Internal Revenue, Department of the Treasury.

(66) Deputy Director, National Science Foundation.

(67) Deputy Director, Policy and Plans, United States Information Agency.

(68) Deputy General Counsel, Department of Defense.

(69) Deputy General Manager, Atomic Energy Commission.

(70) Associate Director of the Federal Mediation and Conciliation Service.

(71) Associate Director for Volunteers, Peace Corps.

(72) Associate Director for Program Development and Operations, Peace Corps.

(73) Assistants to the Director of the Federal Bureau of Investigation, Department of Justice (2).

(74) Assistant Directors, Office of Emergency Planning (3).

(75) Assistant Directors, United States Arms Control and Disarmament Agency (4).

(76) Federal Highway Administrator, Department of Commerce.

- (77) Fiscal Assistant Secretary of the Treasury.
- (78) General Counsel of the Agency for International Development.
- (79) General Counsel of the Department of the Air Force.
- (80) General Counsel of the Department of the Army.
- (81) General Counsel of the Atomic Energy Commission.
- (82) General Counsel of the Federal Aviation Agency.
- (83) General Counsel of the Housing and Home Finance Agency.
- (84) General Counsel of the Department of the Navy.
- (85) General Counsel of the United States Arms Control and Disarmament Agency.
- (86) General Counsel of the National Aeronautics and Space Administration.
- (87) Governor of the Canal Zone.
- (88) Manpower Administrator, Department of Labor.
- (89) Maritime Administrator, Department of Commerce.
- (90) Members, Foreign Claims Settlement Commission of the United States.
- (91) Members, Renegotiation Board.
- (92) Members, Subversive Activities Control Board.
- (93) Members, United States Tariff Commission.
- (94) President of the Federal National Mortgage Association.
- (95) Special Assistant to the Secretary (Health and Medical Affairs), Department of Health, Education, and Welfare.
- (96) Deputy Directors of Defense Research and Engineering, Department of Defense (4).
- (97) Assistant Administrator of General Services.
- (98) Director, United States Travel Service, Department of Commerce.
- (99) Executive Director of the United States Civil Service Commission.
- (100) *Members of the Board of Parole, Department of Justice.*

INDEX

MAJOR PROVISIONS OF H.R. 10281

	H.R. 10281	
	Section	Page
1. Classification Act employees:		
October 1965 pay raise.....	102(a).....	2.
October 1966 pay raise.....	111(b)(1).....	21-23.
Acceptable competence appeal.....	103.....	4-5.
Overtime pay.....	104(a)(b).....	5-6.
Travel time reform.....	104(c).....	6.
Uniform allowance.....	116.....	32.
2. Postal Field Service employees:		
October 1965 pay raise.....	105.....	6-9.
October 1966 pay raise.....	111(b)(1).....	21-23.
Seniority pay adjustments.....	106.....	9-10.
Overtime-holiday pay.....	107.....	10-15.
Relocation expenses.....	108.....	15-16.
Uniform allowance.....	116.....	32.
3. Veterans' Administration Department of Medicine and Surgery personnel:		
October 1965 pay raise.....	109.....	16-18.
October 1966 pay raise.....	111(b)(1).....	21-23.
4. Foreign Service officers and staff officers and employees:		
October 1965 pay raise.....	110.....	19-20.
October 1966 pay raise.....	111(b)(1).....	21-23.
5. Agricultural Stabilization and Conservation Service County Committee employees:		
October 1965 pay raise.....	113.....	28.
October 1966 pay raise.....	111(b)(1).....	21-23.
6. Legislative officers and employees:		
October 1965 pay raise.....	114.....	28-30.
October 1966 pay raise.....	111(b)(1).....	21-23.
Majority and minority leaders.....	114(e).....	30.
7. Judicial branch employees:		
October 1965 pay raise.....	115.....	30-31.
October 1966 pay raise.....	111(b)(1).....	21-23.
8. Employees whose salaries are fixed by administrative action: October 1965 pay raise.....	120.....	33-34.
9. Board of Parole members.....	119.....	33.
10. General employee matters:		
Salary comparison procedure.....	111(a).....	20-21.
Salary increase limitation.....	118.....	33.
Severance pay.....	112.....	24-28.
Uniform allowance.....	116.....	32.
Biweekly pay periods for certain positions.....	117.....	32-33.
11. Salary Review Commission.....	201-204.....	35-38.
12. Executives, judges, and Members of Congress: Salary adjustment procedure.....	205.....	38-39.

MINORITY NEWS ON H.R. 10281

We believe this legislation is an unwarranted excursion into the Federal Treasury and it deals unjustly in at least two respects with the very people it proposes to benefit. Moreover by reason of language providing for a blank check automatic salary increase in 1966, Congress will have abdicated its responsibility in the area of salary adjustment for a full 2 years.

It should be emphasized enactment of this measure would entail an outlay of taxpayers' money in an amount exceeding \$2 billion during the remainder of this fiscal year and fiscal year 1967. Thereafter its total annual cost is estimated at \$1.6 billion. Additionally, we think that some attention should be given the ramifications of this legislation, should it become law.

The broad changes in overtime provisions of the postal field service impose restrictions on the work schedules of these employees which can only result in the curtailment or possible elimination of Saturday mail delivery and Sunday processing. We have witnessed over the past few years what was once the proud concept of public service of the Post Office Department being whittled away through administrative cutbacks. This legislation would be one more step in that direction and the postal workers would take the brunt of public indignation, through no fault of their own. We feel that the postal workers of our Nation can be justifiably proud of the service they give their fellow citizens. Certainly no blame should be theirs if by action not of their own making they are unable to maintain that fine record.

The effect of this legislation on postal rates needs also to be considered. We think the American public should be on notice that, as a result of this legislation, an increase in postal rates is a distinct possibility. This bill would add at least \$522.5 million annually to the cost of operating the Post Office Department. According to U.S. Budget figures, the 1965 estimated net operating loss of the Post Office Department is \$783 million. The estimated net operating loss for 1966 is \$730 million. It is not illogical therefore that increased postal rates will eventually be proposed as a way out of the red.

A most critical feature of this legislation is the language which governs the automatic salary increase for 1966, the second step of this two-phase proposal. This increase is pegged, not to a fixed percentage or dollar amount, but to the vagaries of the economy for the next 7 months, which no one can accurately foresee.

This legislation, as written, would abdicate the responsibility of Congress in this area by insisting that there be no safeguards against the inflation of this automatic increase beyond all reasonable bounds. We are told by its language to keep hands off the 1966 salary adjustment and let nature take its course, in whatever direction that may lead us.

Attempts in committee to insure the continued responsibility of Congress were defeated. Minority arguments and proposals to retain congressional congressional control of this pay adjustment were

summarily dismissed. As a result we have legislation which is potentially detrimental to all employees because it is potentially inflationary to the entire economy.

The Congress simply must retain full control and continuing responsibility over a matter of such vital importance.

The automatic salary increase for Federal workers in 1966 is estimated at \$777.5 million per year. This figure is highly speculative. It is based on a projection of the current 3 percent annual rise in salaries in private industry. History has shown us the radical jumps our economy can take in national and international emergencies. For example, in 1951, when we were fully launched into the Korean affair, private wages leaped 9.3 percent over the previous year.¹ What reason have we to believe that a massive buildup in the next few months in Vietnam will not trigger a similar escalation upward. Surely the signs are present that should give us caution. Wide currency has been given the view that the Administration intends to raise the ante in Vietnam \$5 billion if the situation worsens. This would have a serious effect on our economy and would inevitably balloon the projected costs of the automatic 1966 salary adjustment.

It seems incongruous that we minority members of the committee should call upon the President for support of our views, but such is the case. In his annual Economic Report submitted to Congress, January 1965, the President said:

Reasonable price and wage guideposts are again spelled out in the accompanying report of the Council of Economic Advisers. I commend them to the attention of the American public and of leaders of labor and industry.

With the help of the Council and of other agencies of Government, I intend to oppose legislative enactments that threaten to raise costs and prices and to support those that will stabilize or reduce costs and prices.

In the price-wage guideposts set out in the report, the President's Council declares:

The general guide for wages is that the percentage increase in total employee compensation per man-hour be equal to the national trend rate of increase in output per man-hour.

In its report the Council points out that in 1964 the rise in straight time average hourly earnings in manufacturing was about 3 percent. With fringe benefits included, this figure becomes 3.8 percent.

More recently, on August 9, in addressing himself to this particular subject at a bill-signing ceremony before members of the Post Office and Civil Service Committee, the President said:

We have made recommendations for pay raises, and I think there is even some talk that you might want to spend more money in that regard than we have recommended. And I shouldn't be surprised that you don't take some action along that line.

I do want to say to all of you that it is going to be pretty difficult for the President to be the first person to be the chief

¹ The annual report of the Council of Economic Advisers, 1965, table 12.

wrecker of a noninflationary wage and price policy. President Kennedy established some guidelines, and I have signed two military pay bills * * * in 20 months. We had a substantial bill last year. We had one this year. And I am going to recommend one next year.

But I do hope that I am not confronted with a request from the unions and from the employers of this country that say to me: Mr. President, you are an employer and you decided that you could give x percent increase; and we think we ought to be allowed to have the same privilege that you have; because if you do that, you are going to promote inflation, and our whole noninflationary price policy is going by the wayside.

In conclusion we must point out that to this vehicle was attached the most broad-scale package of overly liberal fringe benefits we have ever witnessed in Congress. Little regard for cost or deficit was evidenced as the committee bulldozed through sweeping changes in overtime and compensatory time concepts, the initiation of severance pay, increased relocation allowances for postal employees, a 50-percent increase in uniform allowances, and last but not least, an automatic salary increase for Members of Congress.

We are flatly opposed to any automatic procedure or subterfuge to bring about a pay increase for Members of Congress. We cannot subscribe to any attempt to cash in on the comparability principle and ride the coattails of postal and other Government employees. We can anticipate the sacrifices which will be asked of us in the cause of national defense and we feel that Congress should be more than willing to make a move in the direction of fiscal responsibility by refusing a pay raise for themselves. This would be particularly appropriate in view of the liberal increase in congressional pay voted only last year.

We contend that Congress can ill afford to approve this legislation and we assert that the House would be acting with responsibility in rejecting it.

H. R. GROSS.
EDWARD J. DERWINSKI.
JAMES T. BROYHILL.

ADDITIONAL MINORITY VIEWS ON H.R. 10281

The undersigned members of the Post Office and Civil Service Committee each have individual objections and reservations with respect to various provisions of H.R. 10281 which are not dealt with here. We are, however, unanimous in opposition to section 205 of this legislation which, among other things, would grant unwarranted salary increases of 10 percent or more to Federal executives, judges, and Members of Congress effective in January of 1967.

The proposed enactment of major new pay hikes for top-salaried Federal officers, following close upon last year's salary increases of as much as \$10,000, is both untimely and unwise. There is no indication of public acceptance—or even general awareness—of this plan to superimpose more raises on the very large ones granted last year. In fact, we are convinced that were the public fully informed—and it is not—there would be widespread and vehement protest. The deep concern of the American people with the critical world situation and our multibillion-dollar military commitments in Vietnam, as well as the heavy demands made on the taxpayers by new or expanded domestic programs, create an extremely poor climate for public acquiescence to such a proposition.

Nor is there any color of logic to section 205 under the principle of comparability between Federal and private enterprise salaries first adopted in Public Law 87-793. The comparability policy is explicitly limited to salaries of Federal career employees, as spelled out in the following statement from the report accompanying the bill which became Public Law 88-426:

The committee recognizes, however, that full salary comparability of high Government offices with positions in private enterprise is not practicable or even desirable and, hence, does not recommend this. It would be unwholesome if compensation in the Government were at such levels that men sought appointments as a matter of personal financial advancement. There must be, and fortunately are, outstanding citizens of ability and dedication who will accept public office and its many demands from a sense of dedication to the public service and high ideals, putting aside their personal interests and sacrificing material things for the privilege.

We recognize the need to maintain an appropriate balance between the maximum compensation provided for the statutory salary systems and the compensation of Federal executives, judges, and Members of Congress. The chief purpose of section 205 of the bill is to establish a permanent system which will provide such a balance. Great stress was placed on this purpose during the committee's deliberations on the section. This is deemed to be a valid, workable policy and, accordingly, no objection is interposed to so much of section 205 as would place it in effect from and after January 1, 1967.

But we cannot in good conscience subscribe to that part of the section which would give our highest appointive and elective officers the benefit of both the 1965 and 1966 salary increases provided elsewhere in the bill for the statutory salary systems.

Title I of the bill grants two substantial adjustments in the statutory salary systems. The first such adjustment is a 4½-percent increase effective in October of 1965. The second, to become effective in October of 1966, is in a yet undetermined amount to be ascertained next year under a formula which is designed to bring the Federal statutory salary systems more closely in line with current private enterprise salaries. Based on the presently known gap between Federal and private enterprise salaries as projected to 1966, it is reasonably estimated that the sum of these two adjustments will result in an aggregate increase of at least 10 percent in the highest rate of the statutory salary systems. Section 205, as now written, applies these two adjustments on a cumulative basis, to become effective automatically at the beginning of the 90th Congress, for Federal executives, judges, and Members of Congress.

The desired permanent system to keep the respective compensation rates in balance can better be achieved if it is not overburdened with the too-hasty and overliberal pay raises now provided by section 205. It should become operative only with respect to such increases in salaries for the statutory systems as may be enacted by the Congress after January 1, 1967. The Congress then would have the opportunity and the means for independent evaluation of all pertinent factors, in the light of current circumstances, to arrive at its decisions with respect to both comparability adjustments for career employees and the proper levels of other salaries in relation thereto.

In summary, our opposition to section 205 is directed to its granting of untimely and unwise pay raises, in gross amounts that cannot yet be determined, for Federal executives, judges, and Members of Congress. These objectionable features could be readily corrected, and the entire bill would be vastly improved, by amending section 205 so as to make it effective only in respect to such comparability salary adjustments as may be enacted by the Congress on or after January 1, 1967.

ROBERT J. CORBETT.
ROBERT F. ELLSWORTH.
JOHN H. BUCHANAN, JR.
JAMES T. BROYHILL.

INDIVIDUAL VIEWS OF JAMES T. BROYHILL

While I subscribe to the general content of the minority views which I have signed, I also want to make it clear that I support the 4.5 percent first-phase salary increase contained in the committee bill. I voted for this increase in committee and worked actively for its adoption. In my opinion, it can be fully justified.

Further, I believe there are inequities that should be corrected in this bill in questions of overtime pay for work performed in the course of a normal workweek. However, I am concerned about the ultimate consequences of other far-reaching overtime pay provisions in this bill. If these provisions are enacted in their present form, I feel that the Federal employees involved would net few advantages since the curtailment of weekend postal services would be very real possibility.

I strongly oppose the section of this bill providing for automatic increases in salaries for Members of Congress and regret its inclusion in a measure which has as its stated purpose the granting of comparability salary adjustments to the career rank and file employees of the Federal Government.

JAMES T. BROYHILL.

[Report No. 792]

Committed to the Committee of the Whole House on the State of the Union
and ordered to be printed

1 EMPLOYEES SUBJECT TO CLASSIFICATION ACT OF 1949

2 SEC. 102. (a) Section 603 (b) of the Classification Act
 3 of 1949, as amended (78 Stat. 400; 5 U.S.C. 1113 (b)), is
 4 amended to read as follows:

5 “(b) Except as provided in section 111 (b) of the Fed-
 6 eral Salary Adjustment Act of 1965, the compensation
 7 schedule for the General Schedule shall be as follows:

“Grade	Per annum rates and steps									
	1	2	3	4	5	6	7	8	9	10
GS-1.....	\$3,538	\$3,658	\$3,778	\$3,898	\$4,018	\$4,138	\$4,258	\$4,378	\$4,498	\$4,618
GS-2.....	3,843	3,974	4,105	4,236	4,367	4,498	4,629	4,760	4,891	5,022
GS-3.....	4,185	4,326	4,467	4,608	4,749	4,890	5,031	5,172	5,313	5,454
GS-4.....	4,680	4,837	4,994	5,151	5,308	5,465	5,622	5,779	5,936	6,093
GS-5.....	5,230	5,402	5,574	5,746	5,918	6,090	6,262	6,434	6,606	6,778
GS-6.....	5,755	5,948	6,141	6,334	6,527	6,720	6,913	7,106	7,299	7,492
GS-7.....	6,322	6,531	6,740	6,949	7,158	7,367	7,576	7,785	7,994	8,203
GS-8.....	6,927	7,157	7,387	7,617	7,847	8,077	8,307	8,537	8,767	8,997
GS-9.....	7,545	7,801	8,057	8,313	8,569	8,825	9,081	9,337	9,593	9,849
GS-10.....	8,256	8,538	8,820	9,102	9,384	9,666	9,948	10,230	10,512	10,794
GS-11.....	9,040	9,348	9,656	9,964	10,272	10,580	10,888	11,196	11,504	11,812
GS-12.....	10,711	11,082	11,453	11,824	12,195	12,566	12,937	13,308	13,679	14,050
GS-13.....	12,618	13,057	13,496	13,935	14,374	14,813	15,252	15,691	16,130	16,569
GS-14.....	14,808	15,320	15,832	16,344	16,856	17,368	17,880	18,392	18,904	19,416
GS-15.....	17,200	17,796	18,392	18,988	19,584	20,180	20,776	21,372	21,968	22,564
GS-16.....	19,790	20,474	21,158	21,842	22,526	23,210	23,894	24,578	25,262	-----
GS-17.....	22,410	23,194	23,978	24,762	25,546	-----	-----	-----	-----	-----
GS-18.....	25,602	-----	-----	-----	-----	-----	-----	-----	-----	”.

8 (b) Except as provided in section 504 (d) of the Fed-
 9 eral Salary Reform Act of 1962 (78 Stat. 412; 5 U.S.C.
 10 1173 (d)), the rates of basic compensation of officers and
 11 employees to whom the compensation schedule sets forth in
 12 subsection (a) of this section applies shall be initially ad-
 13 justed as of the effective date of this section, as follows:

14 (1) If the officer or employee is receiving basic
 15 compensation immediately prior to the effective date of
 16 this section at one of the rates of a grade in the General
 17 Schedule of the Classification Act of 1949, as amended,

1 he shall receive a rate of basic compensation at the cor-
2 responding rate in effect on and after such date.

3 (2) If the officer or employee is receiving basic
4 compensation immediately prior to the effective date of
5 this section at a rate between two rates of a grade in
6 the General Schedule of the Classification Act of 1949,
7 as amended, he shall receive a rate of basic compensa-
8 tion at the higher of the two corresponding rates in
9 effect on and after such date.

10 (3) If the officer or employee is receiving basic
11 compensation immediately prior to the effective date of
12 this section at a rate in excess of the maximum rate for
13 his grade, he shall receive (A) the maximum rate for
14 his grade in the new schedule, or (B) his existing rate
15 of basic compensation if such existing rate is higher.

16 (4) If the officer or employee, immediately prior to
17 the effective date of this section, is receiving, pursuant
18 to section 2 (b) (4) of the Federal Employees Salary
19 Increase Act of 1955, an existing aggregate rate of
20 compensation determined under section 208 (b) of the
21 Act of September 1, 1954 (68 Stat. 1111), plus sub-
22 sequent increases authorized by law, he shall receive an
23 aggregate rate of compensation equal to the sum of his

1 existing aggregate rate of compensation, on the day
2 preceding the effective date of this section, plus the
3 amount of increase made by this section in the maximum
4 rate of his grade, until (i) he leaves his position, or (ii)
5 he is entitled to receive aggregate compensation at a
6 higher rate by reason of the operation of this Act or any
7 other provision of law; but, when such position becomes
8 vacant, the aggregate rate of compensation of any subse-
9 quent appointee thereto shall be fixed in accordance with
10 applicable provisions of law. Subject to clauses (i)
11 and (ii) of the immediately preceding sentence of this
12 paragraph, the amount of the increase provided by this
13 section shall be held and considered for the purposes of
14 section 208 (b) of the Act of September 1, 1954, to
15 constitute a part of the existing rate of compensation of
16 the employee.

17 REDETERMINATIONS OF ACCEPTABLE LEVELS OF
18 COMPETENCE

19 SEC. 103. Section 701 of the Classification Act of 1949,
20 as amended (5 U.S.C. 1121), is amended by adding the
21 following new subsection at the end thereof:

22 “(c) Whenever a determination is made under sub-
23 section (a) of this section that the work of an officer or
24 employee is not of an acceptable level of competence, he
25 shall promptly be given written notice of the determination

1 and an opportunity to secure a reconsideration of the deter-
2 mination within his department, under fair and equitable
3 procedures which shall be established by the Commission. If
4 the reconsideration results in a determination that the work
5 of such officer or employee had been of an acceptable level
6 of competence, the new determination shall supersede the
7 earlier determination and shall be deemed to have been made
8 as of the date of the earlier determination. If the earlier
9 determination is affirmed by his department, the employee
10 shall have the right of appeal to the Commission. The Com-
11 mission shall review such number of reconsideration de-
12 cisions of the departments to enable the Commission to de-
13 termine whether they are being made in a fair and equitable
14 manner.”

15 OVERTIME COMPENSATION

16 SEC. 104. (a) Sections 201 and 202 of the Federal
17 Employees Pay Act of 1945, as amended (68 Stat. 1109;
18 5 U.S.C. 911 and 912), are each amended by striking out
19 “grade GS-9” and inserting in lieu thereof “grade GS-10”.

20 (b) Section 201 of the Federal Employees Pay Act of
21 1945, as amended (68 Stat. 1109; 5 U.S.C. 911), is
22 amended by striking out “All hours of work officially ordered
23 or approved in excess of forty hours in any administrative
24 workweek” and inserting in lieu thereof “All hours of work
25 officially ordered or approved in excess of eight hours per

1 day or in excess of forty hours in any administrative work-
2 week”.

3 (c) Section 204 of the Federal Employees Pay Act of
4 1945, as amended (68 Stat. 1110; 5 U.S.C. 912b), is
5 amended by adding at the end thereof the following sen-
6 tence: “To the maximum extent practicable, the head of
7 any department, independent establishment, or agency, in-
8 cluding Government-owned or controlled corporations, or of
9 the municipal government of the District of Columbia, or the
10 head of any legislative or judicial agency to which this title
11 applies, shall schedule the time to be spent by an officer or
12 employee in a travel status away from his official duty sta-
13 tion within the regularly scheduled workweek of such officer
14 or employee.”.

15 POSTAL FIELD SERVICE EMPLOYEES

16 SEC. 105. (a) Section 3542 (a) of title 39, United
17 States Code, is amended to read as follows:

18 “(a) There is established a basic compensation schedule
19 for positions in the postal field service which shall be known
20 as the Postal Field Service Schedule and for which the
21 symbol shall be ‘PFS’. Except as provided in section 111
22 (b) of the Federal Salary Adjustment Act of 1965 and in
23 sections 3543 and 3544 of this title, basic compensation shall
24 be paid to all employees in accordance with such schedule.

“POSTAL FIELD SERVICE SCHEDULE

“PFS	Per annum rates and steps											
	1	2	3	4	5	6	7	8	9	10	11	12
1.....	\$4, 120	\$4, 256	\$4, 392	\$4, 528	\$4, 664	\$4, 800	\$4, 936	\$5, 072	\$5, 208	\$5, 344	\$5, 480	\$5, 616
2.....	4, 465	4, 611	4, 757	4, 903	5, 049	5, 195	5, 341	5, 487	5, 633	5, 779	5, 925	6, 071
3.....	4, 822	4, 984	5, 146	5, 308	5, 470	5, 632	5, 794	5, 956	6, 118	6, 280	6, 442	6, 604
4.....	5, 230	5, 402	5, 574	5, 746	5, 918	6, 090	6, 262	6, 434	6, 606	6, 778	6, 950	7, 122
5.....	5, 585	5, 773	5, 961	6, 149	6, 337	6, 525	6, 713	6, 901	7, 089	7, 277	7, 465	7, 653
6.....	5, 990	6, 189	6, 388	6, 587	6, 786	6, 985	7, 184	7, 383	7, 582	7, 781	7, 980	8, 179
7.....	6, 418	6, 632	6, 846	7, 060	7, 274	7, 488	7, 702	7, 916	8, 130	8, 344	8, 558	-----
8.....	6, 949	7, 179	7, 409	7, 639	7, 869	8, 099	8, 329	8, 559	8, 789	9, 019	-----	-----
9.....	7, 511	7, 762	8, 013	8, 264	8, 515	8, 766	9, 017	9, 268	9, 519	9, 770	-----	-----
10.....	8, 181	8, 458	8, 735	9, 012	9, 289	9, 566	9, 843	10, 120	10, 397	10, 674	-----	-----
11.....	9, 040	9, 348	9, 656	9, 964	10, 272	10, 580	10, 888	11, 196	11, 504	11, 812	-----	-----
12.....	10, 000	10, 340	10, 680	11, 020	11, 360	11, 700	12, 040	12, 380	12, 720	13, 060	-----	-----
13.....	11, 052	11, 433	11, 814	12, 195	12, 576	12, 957	13, 338	13, 719	14, 100	14, 481	-----	-----
14.....	12, 185	12, 608	13, 031	13, 454	13, 877	14, 300	14, 723	15, 146	15, 569	15, 992	-----	-----
15.....	13, 465	13, 930	14, 395	14, 860	15, 325	15, 790	16, 255	16, 720	17, 185	17, 650	-----	-----
16.....	14, 882	15, 399	15, 916	16, 433	16, 950	17, 467	17, 984	18, 501	19, 018	19, 535	-----	-----
17.....	16, 463	17, 038	17, 613	18, 188	18, 763	19, 338	19, 913	20, 488	21, 063	21, 638	-----	-----
18.....	18, 240	18, 877	19, 514	20, 151	20, 788	21, 425	22, 062	22, 699	23, 336	23, 973	-----	-----
19.....	20, 215	20, 920	21, 625	22, 330	23, 035	23, 740	24, 445	25, 150	-----	-----	-----	-----
20.....	22, 410	23, 194	23, 978	24, 762	25, 546	-----	-----	-----	-----	-----	-----	”.

(b) Section 3543 (a) of title 39, United States Code, is amended to read as follows:

“(a) There is established a basic compensation schedule which shall be known as the Rural Carrier Schedule and for which the symbol shall be ‘RCS’. Except as provided in section 111 (b) of the Federal Salary Adjustment Act of 1965, compensation shall be paid to rural carriers in accordance with this schedule.

“RURAL CARRIER SCHEDULE

	“Per annum rates and steps											
	1	2	3	4	5	6	7	8	9	10	11	12
Carrier in rural delivery service; fixed compensation per annum.....	\$2, 350	\$2, 462	\$2, 574	\$2, 686	\$2, 798	\$2, 910	\$3, 022	\$3, 134	\$3, 246	\$3, 358	\$3, 470	\$3, 582
Compensation per mile per annum for each mile up to 30 miles of route.....	86	88	90	92	94	96	98	100	102	104	106	108
For each mile of route over 30 miles.....	25	25	25	25	25	25	25	25	25	25	25	25”.

(c) Section 3544 (a) of title 39, United States Code, is amended to read as follows:

“(a) There is established a basic compensation schedule

1 which shall be known as the Fourth Class Office Schedule
2 and for which the symbol shall be 'FOS', for postmasters
3 in post offices of the fourth class which is based on the
4 revenue units of the post office for the preceding fiscal year.
5 Except as provided in section 111 (b) of the Federal Salary
6 Adjustment Act of 1965, basic compensation shall be paid
7 to postmasters in post offices of the fourth class in accord-
8 ance with this schedule.

9 "FOURTH CLASS OFFICE SCHEDULE"

"Revenue units"	Per annum rates and steps											
	1	2	3	4	5	6	7	8	9	10	11	12
30 but less than 36...	\$3,936	\$4,067	\$4,198	\$4,329	\$4,460	\$4,591	\$4,722	\$4,853	\$4,984	\$5,115	\$5,246	\$5,377
24 but less than 30...	3,643	3,763	3,883	4,003	4,123	4,243	4,363	4,483	4,603	4,723	4,843	4,963
18 but less than 24...	3,009	3,110	3,211	3,312	3,413	3,514	3,615	3,716	3,817	3,918	4,019	4,120
12 but less than 18...	2,360	2,436	2,512	2,588	2,664	2,740	2,816	2,892	2,968	3,044	3,120	3,196
6 but less than 12...	1,701	1,755	1,809	1,863	1,917	1,971	2,025	2,079	2,133	2,187	2,241	2,295
Less than 6.....	1,372	1,416	1,460	1,504	1,548	1,592	1,636	1,680	1,724	1,768	1,812	1,856

10 (d) The basic compensation of each employee subject
11 to the Postal Field Service Schedule, the Rural Carrier
12 Schedule, or the Fourth Class Office Schedule immediately
13 prior to the effective date of this section shall be determined
14 as follows:

15 (1) Each employee shall be assigned to the same
16 numerical step for his position which he had attained
17 immediately prior to such effective date. If changes
18 in levels or steps would otherwise occur on such effective
19 date without regard to enactment of this title, such
20 changes shall be deemed to have occurred prior to con-
21 version.

(2) If the existing basic compensation is greater than the rate to which the employee is converted under paragraph (1) of this subsection, the employee shall be placed in the lowest step which exceeds his basic compensation. If the existing basic compensation exceeds the maximum step of his position, his existing basic compensation shall be established as his basic compensation.

POSTAL SENIORITY SALARY ADJUSTMENTS

SEC. 106. Section 3552 (d) of title 39, United States Code, is amended to read as follows:

“(d) Notwithstanding any other provision of this section, the Postmaster General shall advance any employee in the postal field service who—

“(1) was promoted to a higher level between July 9, 1960, and October 13, 1962; and

“(2) is senior with respect to total postal service to an employee in the same post office promoted to the same level on or after October 13, 1962, and is in a step in the same level below the step of the junior employee.

Such advancement by the Postmaster General shall be to the highest step which is held by any such junior employee.

Any increase under the provisions of this subsection shall not constitute an equivalent increase and credit earned prior to

1 adjustment under this subsection for advancement to the next
2 step shall be retained.”

3 POSTAL SERVICE OVERTIME AND HOLIDAY COMPENSATION

4 SEC. 107. (a) Section 3571 of title 39, United States
5 Code, is amended to read as follows:

6 “§ 3571. Maximum hours of work

7 “Employees may not be required to work more than
8 twelve hours a day except for emergencies as determined by
9 the Postmaster General. The work schedule of an annual
10 rate or hourly rate regular employee shall be regulated so
11 that the eight hours of scheduled service does not extend
12 over a longer period than ten consecutive hours. The work
13 span of any other employee shall not extend over a longer
14 period than twelve consecutive hours. A basic workweek is
15 established for all postal field service employees, consisting
16 of five eight-hour days excluding Saturday and Sunday. To
17 provide service on days other than those included in the basic
18 workweek, the Postmaster General shall establish work
19 schedules in advance for annual rate regular employees con-
20 sisting of five eight-hour days in each week. To the maxi-
21 mum extent possible, senior annual rate regular employees
22 shall be assigned to the basic workweek, except for any such
23 senior annual rate regular employee who expresses a prefer-
24 ence for a workweek other than the basic workweek.”

1 (b) Section 3573 of title 39, United States Code, is
2 amended to read as follows:

3 **“§ 3573. Compensatory time, overtime, and holidays**

4 “(a) In emergencies or if the needs of the service re-
5 quire, the Postmaster General may require employees to per-
6 form overtime work or to work on holidays. Overtime work
7 is any work officially ordered or approved which is per-
8 formed by—

9 “(1) an annual rate regular employee in excess of
10 his regular work schedule or on a Sunday,

11 “(2) an hourly rate regular employee (A) in excess
12 of eight hours in a day, (B) in excess of forty hours in
13 a week, or (C) on a Sunday, and

14 “(3) a substitute employee (A) in excess of eight
15 hours a day or (B) in excess of forty hours a week.

16 “(b) For each hour of overtime work, an employee in
17 the PFS schedule shall be compensated as follows:

18 “(1) Each employee in or below salary level PFS-
19 10 shall be paid at the rate of 150 per centum of the
20 hourly rate of basic compensation for his level and step
21 computed by dividing the scheduled annual rate of basic
22 compensation by 2,080.

23 “(2) Each employee in or above salary level PFS-

1 11 shall be granted compensatory time equal to the over-
2 time work or, in the discretion of the Postmaster Gen-
3 eral, in lieu thereof shall be paid at the rate of 150 per
4 centum of the hourly rate of basic compensation of the
5 employee or of the hourly rate of the basic compensation
6 for the highest step rate of salary level PFS-10, which-
7 ever is the lesser.

8 “(c) For officially ordered or approved time worked on
9 a day referred to as a holiday in the Act of December 26,
10 1941 (55 Stat. 862; 5 U.S.C. 87b), or on a day designated
11 by Executive order as a holiday for Federal employees,
12 under regulations prescribed by the Postmaster General, an
13 employee in the PFS schedule shall be paid, in lieu of all
14 other compensation, as follows:

15 “(1) Each employee in or below salary level
16 PFS-10 shall be paid at the rate of 200 per centum
17 of the hourly rate of basic compensation for his level
18 and step computed by dividing the scheduled annual
19 rate of basic compensation by 2080.

20 “(2) Each employee in or above salary level
21 PFS-11 shall be granted compensatory time in an
22 amount equal to the time worked on such holiday within
23 thirty working days thereafter or, in the discretion of
24 the Postmaster General, in lieu thereof shall be com-
25 pensated for the time so worked at the rate of 200 per

1 centum of the hourly rate of basic compensation for his
2 level and step computed by dividing the scheduled
3 annual rate of basic compensation by 2080.

4 Notwithstanding any other provision of this subsection, for
5 work performed on Christmas Day, each employee shall be
6 paid at the rate of 250 per centum of the hourly rate of
7 basic compensation for his level and step computed by
8 dividing the scheduled annual rate of basic compensation
9 by 2080.

10 “(d) The Postmaster General shall establish conditions
11 for the use of compensatory time earned and the payment
12 of compensation for unused compensatory time.

13 “(e) If an employee is entitled under this section to
14 unused compensatory time at the time of his death, the Post-
15 master General shall pay at the rate prescribed in this sec-
16 tion, but not less than a sum equal to the employee’s hourly
17 basic compensation, for each hour of such unused compen-
18 satory time to the person or persons surviving at the date
19 of such employee’s death. Such payment shall be made in
20 the order of precedence prescribed in the first section of the
21 Act of August 3, 1950 (5 U.S.C. 61f), and shall be a bar to
22 recovery by any other persons of amounts so paid.

23 “(f) Notwithstanding any provision of this section,
24 other than subsection (e), no employee shall be paid over-
25 time or holiday compensation for a pay period which when

1 added to his basic compensation for the pay period exceeds
2 one twenty-sixth of the annual rate of basic compensation
3 for the highest step of salary level PFS-17.

4 “(g) For the purposes of this section and section 3571
5 of this title—

6 “(1) ‘annual rate regular employee’ means an em-
7 ployee for whom the Postmaster General has established
8 a regular work schedule consisting of five eight-hour days
9 in accordance with section 3571 of this title;

10 “(2) ‘hourly rate regular employee’ means an
11 employee for whom the Postmaster General has estab-
12 lished a regular work schedule consisting of not more
13 than forty hours a week; and

14 “(3) ‘substitute employee’ means an employee for
15 whom the Postmaster General has not established a
16 regular work schedule.”

17 (c) Section 3575 of title 39, United States Code, is
18 amended to read as follows:

19 **“§ 3575. Exemptions**

20 “(a) Sections 3571, 3573, and 3574 of this title do not
21 apply to postmasters, rural carriers, postal inspectors, and
22 employees in salary level PFS-15 and above.

23 “(b) Sections 3571 and 3573 of this title do not apply
24 to employees referred to in section 3581 of this title.

1 “(c) Section 3571 of this title does not apply to em-
2 ployees in post offices of the third class.”

3 POSTAL EMPLOYEES RELOCATION EXPENSES

4 SEC. 108. (a) That part of chapter 41 of title 39,
5 United States Code, which precedes the center heading “Spe-
6 cial Classes of Employees” and section 3111 thereof, is
7 amended by inserting at the end thereof the following new
8 section:

9 **“§ 3107. Postal employees relocation expenses**

10 “Notwithstanding any other provision of law, each em-
11 ployee in the postal field service who is transferred or relo-
12 cated from one official station to another shall, under regula-
13 tions promulgated by the Postmaster General, be granted
14 the following allowances and expenses:

15 “(1) Per diem allowance, in lieu of subsistence ex-
16 penses, for each member of his immediate family while en
17 route between his old and new official stations, not in excess
18 of the maximum per diem rates prescribed by or pursuant to
19 law for employees of the Federal Government.

20 “(2) Subsistence expenses of the employee and each
21 member of his immediate family for a period of not to
22 exceed thirty days while occupying temporary quarters at
23 the place of his new official duty station, but not in excess

1 of the maximum per diem rates prescribed by or pursuant
2 to law for employees of the Federal Government.

3 “(3) Seven days of leave with pay which shall not be
4 charged to any other leave to which he is entitled under
5 existing law.”

6 (b) That part of the table of contents of such chapter
7 41 under the heading “**Employees Generally**” is amended
8 by inserting

“3107. Postal employees relocation expenses.”

9 immediately below

“3106. Special compensation rules.”.

10 EMPLOYEES IN THE DEPARTMENT OF MEDICINE AND
11 SURGERY OF THE VETERANS’ ADMINISTRATION

12 SEC. 109. Section 4107 of title 38, United States Code,
13 relating to grades and pay scales for certain positions within
14 the Department of Medicine and Surgery of the Veterans’
15 Administration, is amended to read as follows:

16 “§ 4107. **Grades and pay scales**

17 “(a) Except as provided in section 111 (b) of the Fed-
18 eral Salary Adjustment Act of 1965, the per annum full-pay
19 scale or ranges for positions provided in section 4103 of this
20 title, other than Chief Medical Director and Deputy Chief
21 Medical Director, shall be as follows:

22 “SECTION 4103 SCHEDULE

23 “Assistant Chief Medical Director, \$25,602.

1 “Medical Director, \$22,410 minimum to \$25,545 maxi-
2 mum.

3 “Director of Nursing Service, \$17,200 minimum to
4 \$22,564 maximum.

5 “Director of Chaplain Service, \$17,200 minimum to
6 \$22,564 maximum.

7 “Chief Pharmacist, \$17,200 minimum to \$22,564 maxi-
8 mum.

9 “Chief Dietitian, \$17,200 minimum to \$22,564 maxi-
10 mum.

11 “(b) (1) The grades and per annum full-pay ranges
12 for positions provided in paragraph (1) of section 4104 of
13 this title shall be as follows:

14 “PHYSICIAN AND DENTIST SCHEDULE

15 “Director grade, \$19,790 minimum to \$25,262 maxi-
16 mum.

17 “Executive grade, \$18,449 minimum to \$24,234 maxi-
18 mum.

19 “Chief grade, \$17,200 minimum to \$22,564 maxi-
20 mum.

21 “Senior grade, \$14,808 minimum to \$19,416 maxi-
22 mum.

23 “Intermediate grade, \$12,618 minimum to \$16,569
24 maximum.

1 "Full grade, \$10,711 minimum to \$14,050 maximum.

2 "Associate grade, \$9,040 minimum to \$11,812 maxi-
3 mum.

4 "NURSE SCHEDULE

5 "Assistant Director grade, \$14,808 minimum to
6 \$19,416 maximum.

7 "Chief grade, \$12,618 minimum to \$16,569 maxi-
8 mum.

9 "Senior grade, \$10,711 minimum to \$14,050 maxi-
10 mum.

11 "Intermediate grade, \$9,040 minimum to \$11,812
12 maximum.

13 "Full grade, \$7,545 minimum to \$9,849 maximum.

14 "Associate grade, \$6,600 minimum to \$8,575 maxi-
15 mum.

16 "Junior grade, \$5,755 minimum to \$7,492 maximum.

17 "(2) No person may hold the director grade unless
18 he is serving as a director of a hospital, domiciliary, center,
19 or outpatient clinic (independent). No person may hold
20 the executive grade unless he holds the position of chief of
21 staff at a hospital, center, or outpatient clinic (independent),
22 or the position of clinic director at an outpatient clinic, or
23 comparable position."

FOREIGN SERVICE OFFICERS; STAFF OFFICERS AND

EMPLOYEES

SEC. 110. (a) The fourth sentence of section 412 of the Foreign Service Act of 1946, as amended (22 U.S.C. 867), is amended to read as follows: "Except as provided in section 111 (b) of the Federal Salary Adjustment Act of 1965, the per annum salaries of Foreign Service officers within each of the other classes shall be as follows:

"Class 1.....	\$23, 670	\$24, 636	\$25, 602				
Class 2.....	19, 117	19, 781	20, 445	\$21, 109	\$21, 773	\$22, 437	\$23, 101
Class 3.....	15, 530	16, 068	16, 606	17, 144	17, 682	18, 220	18, 758
Class 4.....	12, 618	13, 057	13, 496	13, 935	14, 374	14, 813	15, 252
Class 5.....	10, 395	10, 755	11, 115	11, 475	11, 835	12, 195	12, 555
Class 6.....	8, 668	8, 966	9, 264	9, 562	9, 860	10, 158	10, 456
Class 7.....	7, 324	7, 570	7, 816	8, 062	8, 308	8, 554	8, 800
Class 8.....	6, 322	6, 531	6, 740	6, 949	7, 158	7, 367	7, 576

(b) The second sentence of subsection (a) of section 415 of such Act (22 U.S.C. 870 (a)) is amended to read as follows: "Except as provided in section 111 (b) of the Federal Salary Adjustment Act of 1965, the per annum salaries of such staff officers and employees within each class shall be as follows:

"Class 1.....	\$15, 530	\$16, 068	\$16, 606	\$17, 144	\$17, 682	\$18, 220	\$18, 758	\$19, 296	\$19, 834	\$20, 372
Class 2.....	12, 618	13, 057	13, 496	13, 935	14, 374	14, 813	15, 252	15, 691	16, 130	16, 569
Class 3.....	10, 395	10, 755	11, 115	11, 475	11, 835	12, 195	12, 555	12, 915	13, 275	13, 635
Class 4.....	8, 668	8, 966	9, 264	9, 562	9, 860	10, 158	10, 456	10, 754	11, 052	11, 350
Class 5.....	7, 814	8, 081	8, 348	8, 615	8, 882	9, 149	9, 416	9, 683	9, 950	10, 217
Class 6.....	7, 060	7, 295	7, 530	7, 765	8, 000	8, 235	8, 470	8, 705	8, 940	9, 175
Class 7.....	6, 484	6, 698	6, 912	7, 126	7, 340	7, 554	7, 768	7, 982	8, 196	8, 410
Class 8.....	5, 740	5, 933	6, 126	6, 319	6, 512	6, 705	6, 898	7, 091	7, 284	7, 477
Class 9.....	5, 232	5, 405	5, 578	5, 751	5, 924	6, 097	6, 270	6, 443	6, 616	6, 789
Class 10.....	4, 680	4, 837	4, 994	5, 151	5, 308	5, 465	5, 622	5, 779	5, 936	6, 093

(c) Foreign Service officers, Reserve officers, and Foreign Service staff officers and employees who are entitled

1 to receive basic compensation immediately prior to the
2 effective date of this section at one of the rates provided by
3 section 412 or 415 of the Foreign Service Act of 1946
4 shall receive basic compensation, on and after such effective
5 date, at the rate of their class determined to be appropriate
6 by the Secretary of State.

7 FEDERAL SALARY COMPARISON AND ADJUSTMENT POLICY

8 SEC. 111. (a) Section 503 of the Federal Salary Re-
9 form Act of 1962 (76 Stat. 841; 5 U.S.C. 1172) is amended
10 to read as follows:

11 "IMPLEMENTATION OF POLICY

12 "SEC. 503. (a) In order to carry out the policy stated
13 in section 502 of this Act, the President—

14 "(1) shall direct such agency or agencies, as he
15 deems appropriate, annually to prepare and submit to
16 him a report which compares the rates of salary, as
17 fixed or authorized by or pursuant to law, for Federal
18 employees with the rates of salary paid for the same
19 levels of work in private enterprise as determined on
20 the basis of appropriate annual surveys conducted by
21 the Bureau of Labor Statistics; and

22 "(2) after seeking the views of such employee
23 organizations as he deems appropriate and in such
24 manner as he may provide, shall report annually to the
25 Congress—

1 “(A) this comparison of Federal and private
2 enterprise salary rates, and

3 “(B) such recommendations for revision of
4 salary schedules, salary structures, and compensa-
5 tion policy, as he deems advisable.

6 “(b) Procedures established by the President under
7 subsection (a) of this section for seeking the views of
8 employee organizations shall provide authorized repre-
9 sentatives of major Federal employee organizations the
10 opportunity—

11 “(1) to review the findings of the most recent
12 Bureau of Labor Statistics annual survey and the results
13 of the comparison of Federal salary schedules with rates
14 of salary in private enterprise, and

15 “(2) to submit their comments and recommenda-
16 tions for consideration.

17 Comments and recommendations submitted in accordance
18 with clause (2) of the immediately preceding sentence shall
19 be transmitted to the President with the report submitted to
20 him, by the agency or agencies he directs, which compares
21 the rates of salary fixed or authorized by or pursuant to law
22 for Federal employees with the rates of salary paid for the
23 same levels of work in private enterprise.”.

24 (b) (1) The rates of compensation and the ranges of

1 rates of compensation provided by the amendments made by
2 section 102 (a), section 105 (a), (b), and (c), section 109,
3 and section 110 (a) and (b) of this title, and the rates of
4 compensation provided for by section 113, section 114 (a),
5 (b), and (c), and section 115 of this title, shall be increased,
6 effective on the first day of the first pay period which begins
7 on or after October 1, 1966, by percentages which are equal
8 to the sum of—

9 (A) one-half of the percentage by which salary
10 rates paid for the same level of work in private enter-
11 prise for the months of February and March of 1965,
12 determined in accordance with policies and procedures
13 utilized in carrying out the provisions of section 503 of
14 the Federal Salary Reform Act of 1962 (as in effect
15 prior to the date of enactment of this title) exceed the
16 rates and ranges of rates provided by the sections of this
17 title referred to above, and

18 (B) the percentage by which salary rates paid for
19 the same level of work in private enterprise for the
20 months of February and March of 1966, determined in
21 accordance with policies and procedures utilized in carry-
22 ing out the provisions of the amendment made by subsec-
23 tion (a) of this section, exceed such salary rates for the
24 months of February and March of 1965, determined in
25 accordance with policies and procedures utilized in car-

1 rying out the provisions of section 503 of the Federal
2 Salary Reform Act of 1962 (as in effect prior to the
3 date of enactment of this title).

4 The increased rates and ranges of rates of compensation
5 (other than rates within the purview of sections 113, 114,
6 and 115 of this title) which shall become effective as pro-
7 vided in this subsection shall—

8 (i) have the same effect as if they were specific
9 statutory enactments,

10 (ii) be printed in the Statutes at Large in the same
11 volumes as the public laws, and

12 (iii) be printed in the Federal Register.

13 (2) The provisions of—

14 (A) section 102 (b) of this title (relating to offi-
15 cers and employees subject to the General Schedule of
16 the Classification Act of 1949),

17 (B) section 105 (d) of this title (relating to em-
18 ployees subject to the Postal Field Service Schedule, the
19 Rural Carrier Schedule, and the Fourth Class Office
20 Schedule), and

21 (C) section 110 (c) of this title (relating to cer-
22 tain officers and employees subject to the Foreign
23 Service Act of 1946)

24 shall govern, respectively, as of the effective date of this
25 subsection, the application and operation of paragraph (1)

1 of this subsection with respect to those officers and em-
2 ployees, respectively, within the purview of such sections.
3 For the purposes of paragraph (1) of this subsection, the
4 terms “effective date of this section”, “such date”, and “such
5 effective date”, wherever used in such sections 102 (b),
6 105 (d), and 110 (c), mean the effective date of this sub-
7 section.

8 (c) The President with respect to the executive branch
9 and the appropriate authority concerned with respect to the
10 legislative and judicial branches, shall prescribe and issue,
11 or provide for the preparation and promulgation of, such
12 salary schedules, rates of salary, and ranges of salary rates
13 as are necessary and appropriate to carry out the provisions,
14 accomplish the purposes, and govern the administration, of
15 subsection (b) of this section. Each salary rate shall be
16 fixed at a whole dollar amount.

17 SEVERANCE PAY

18 SEC. 112. (a) Except as provided in subsection (b)
19 of this section, this section applies to each civilian officer
20 or employee in or under—

21 (1) the executive branch of the Government of
22 the United States, including each corporation wholly
23 owned or controlled by the United States;

24 (2) the Library of Congress;

25 (3) the Government Printing Office;

1 (4) the General Accounting Office; or

2 (5) the municipal government of the District of
3 Columbia.

4 (b) This section does not apply to—

5 (1) an officer or employee whose rate of basic com-
6 pensation is fixed at a rate provided for one of the levels
7 of the Federal Executive Salary Schedule or is in excess
8 of the highest rate of grade 18 of the General Schedule
9 of the Classification Act of 1949, as amended;

10 (2) an officer or employee serving under an ap-
11 pointment with a definite time limitation;

12 (3) an alien employee who occupies a position out-
13 side the several States and the District of Columbia;

14 (4) an officer or employee who is subject to the
15 Civil Service Retirement Act, as amended, or any other
16 retirement law or retirement system applicable to Fed-
17 eral officers or employees or members of the uniformed
18 services, and who, at the time of separation from the
19 service, has fulfilled the requirements for immediate
20 annuity under any such law or system;

21 (5) an officer or employee who, at the time of
22 separation from the service, is receiving compensation
23 under the Federal Employees' Compensation Act, as
24 amended, except one receiving this compensation con-

1 currently with salary or on account of the death of an-
2 other person;

3 (6) an officer or employee who, at the time of
4 separation from the service, is entitled to receive other
5 severance pay from the Government; or

6 (7) such other officers or employees as may be ex-
7 cluded by rules and regulations of the President or of
8 such officer or agency as he may designate.

9 (c) An officer or employee to whom this section applies
10 who is involuntarily separated from the service, on or after
11 the effective date of this section, not by removal for cause
12 on charges of misconduct, delinquency, or inefficiency, shall,
13 under rules and regulations prescribed by the President or
14 such officer or agency as he may designate, be paid severance
15 pay in regular pay periods by the department, independent
16 establishment, corporation, or other governmental unit, from
17 which separated.

18 (d) Severance pay shall consist of two elements, a basic
19 severance allowance and an age adjustment allowance. The
20 basic severance allowance shall be computed on the basis of
21 one week's basic compensation at the rate received imme-
22 diately before separation for each year of civilian service up
23 to and including ten years for which severance pay has not
24 been received under this or any other authority and two
25 weeks' basic compensation at such rate for each year of

1 civilian service beyond ten years for which severance pay
2 has not been received under this or any other authority. The
3 age adjustment allowance shall be computed on the basis of
4 10 per centum of the total basic severance allowance for
5 each year by which the age of the recipient exceeds forty
6 years at the time of separation. Total severance pay re-
7 ceived under this section shall not exceed one year's pay at
8 the rate received immediately before separation.

9 (e) An officer or employee may be paid severance pay
10 only after having been employed currently for a continuous
11 period of at least twelve months.

12 (f) If an officer or employee is reemployed by the
13 Federal Government or the municipal government of the
14 District of Columbia before the expiration of the period
15 covered by payments of severance pay, the payments shall
16 be discontinued beginning with the date of reemployment and
17 the service represented by the unexpired portion of the
18 period shall be recredited to the officer or employee for use
19 in any subsequent computations of severance pay. For the
20 purposes of subsection (e), reemployment which causes
21 severance pay to be discontinued shall be considered as em-
22 ployment continuous with that serving as the basis for the
23 severance pay.

24 (g) If the officer or employee dies before the expiration
25 of the period covered by payments of severance pay, the

1 payments of severance pay with respect to such officer or
2 employee shall be continued as if such officer or employee
3 were living and shall be paid on a pay period basis to the sur-
4 vivor or survivors of such officer or employee in accordance
5 with the first section of the Act of August 3, 1950 (5 U.S.C.
6 61f).

7 (h) Severance pay under this section shall not be a basis
8 for payment, nor be included in the basis for computation,
9 of any other type of Federal or District of Columbia Gov-
10 ernment benefits, and any period covered by severance pay
11 shall not be regarded as a period of Federal or District of
12 Columbia Government service or employment.

13 AGRICULTURAL STABILIZATION AND CONSERVATION

14 COUNTY COMMITTEE EMPLOYEES

15 SEC. 113. The rates of compensation of persons em-
16 ployed by the county committees established pursuant to
17 section 8 (b) of the Soil Conservation and Domestic Allot-
18 ment Act (16 U.S.C. 590h (b)) shall be increased by
19 amounts equal, as nearly as may be practicable, to the in-
20 creases provided by section 102 (a) of this Act for corre-
21 sponding rates of compensation.

22 LEGISLATIVE BRANCH

23 SEC. 114. (a) Except as otherwise provided in this
24 section, each officer or employee in or under the legislative
25 branch of the Government, whose rate of compensation is

1 increased by section 5 of the Federal Employees Pay Act of
2 1946, shall be paid additional compensation at the rate of
3 $4\frac{1}{2}$ per centum of his gross rate of compensation (basic com-
4 pensation plus additional compensation authorized by law).

5 (b) The total annual compensation in effect immediately
6 prior to the effective date of this section of each officer or
7 employee of the House of Representatives, whose compen-
8 sation is disbursed by the Clerk of the House and is not
9 increased by reason of any other provision of this section,
10 shall be increased by an amount which is equal to the
11 amount of the increase provided by subsection (a) of this
12 section; except that this section shall not apply to the com-
13 pensation of student congressional interns authorized by
14 H. Res. 416 of the Eighty-ninth Congress.

15 (c) The rates of compensation of employees of the
16 House of Representatives whose compensation is fixed by
17 the House Employees Schedule under the House Employees
18 Position Classification Act (78 Stat. 1079; Public Law 88-
19 652; 2 U.S.C. 291-303) shall be increased by amounts
20 equal, as nearly as may be practicable, to the increases
21 provided by subsection (a) of this section; except, that this
22 section shall not apply to the compensation of those em-
23 ployees whose compensation is fixed by the House Wage
24 Schedule of such Act.

25 (d) The additional compensation provided by this sec-

1 tion shall be considered a part of basic compensation for the
2 purposes of the Civil Service Retirement Act (5 U.S.C.
3 2251 and the following).

4 (e) Section 601 (a) of the Legislative Reorganization
5 Act of 1946, as amended (2 U.S.C. 31), is amended to
6 read as follows:

7 “(a) The compensation of Senators, Representatives in
8 Congress, and the Resident Commissioner from Puerto Rico
9 shall be at the rate of \$30,000 per annum each. The com-
10 pensation of the Speaker of the House of Representatives
11 shall be at the rate of \$43,000 per annum. The compensa-
12 tion of the Majority Leader and the Minority Leader of the
13 House of Representatives shall be at the rate of \$35,000
14 per annum each.”

15 **FEDERAL JUDICIAL SALARIES**

16 SEC. 115. (a) The rates of basic compensation of officers
17 and employees in or under the judicial branch of the Govern-
18 ment whose rates of compensation are fixed by or pursuant
19 to paragraph (2) of subdivision a of section 62 of the Bank-
20 ruptcy Act (11 U.S.C. 102 (a) (2)), section 3656 of title
21 18, United States Code, the third sentence of section 603,
22 sections 672 to 675, inclusive, or section 604 (a) (5), of title
23 28, United States Code, insofar as the latter section applies
24 to graded positions, are hereby increased by amounts reflect-
25 ing the respective applicable increases provided by section

1 102 (a) of this Act in corresponding rates of compensation
2 for officers and employees subject to the Classification Act of
3 1949, as amended. The rates of basic compensation of offi-
4 cers and employees holding ungraded positions and whose
5 salaries are fixed pursuant to such section 604 (a) (5) may be
6 increased by the amounts reflecting the respective applicable
7 increases provided by section 102 (a) of this Act in corre-
8 sponding rates of compensation for officers and employees
9 subject to the Classification Act of 1949, as amended.

10 (b) The limitations provided by applicable law on the
11 effective date of this section with respect to the aggregate
12 salaries payable to secretaries and law clerks of circuit and
13 district judges are hereby increased by amounts which reflect
14 the respective applicable increases provided by section 102
15 (a) of this Act in corresponding rates of compensation for
16 officers and employees subject to the Classification Act of
17 1949, as amended.

18 (c) Section 753 (e) of title 28, United States Code (re-
19 lating to the compensation of court reporters for district
20 courts), is amended by striking out the existing salary limi-
21 tation contained therein and inserting a new limitation which
22 reflects the respective applicable increases provided by sec-
23 tion 102 (a) of this Act in corresponding rates of compensa-
24 tion for officers and employees subject to the Classification
25 Act of 1949, as amended.

1 INCREASED UNIFORM ALLOWANCE

2 SEC. 116. The Federal Employees Uniform Allowance
3 Act, as amended (68 Stat. 1114; 5 U.S.C. 2131), is
4 amended by striking out "\$100" wherever it appears therein
5 and inserting in lieu thereof "\$150".

6 CONVERSION OF PAY PERIODS OF CERTAIN EMPLOYEES TO
7 BIWEEKLY BASIS

8 SEC. 117. (a) Section 6 of the Act of June 30, 1906
9 (34 Stat. 763), as amended (5 U.S.C. 84), is amended by
10 changing the period at the end thereof to a colon and by
11 adding the following: "*And provided, That the compensa-*
12 *tion of any civilian officer or employee who is subject to this*
13 *Act may be computed in accordance with the provisions of*
14 *section 604 (d) of the Federal Employees Pay Act of 1945,*
15 *as amended (5 U.S.C. 944 (c))."*

16 (b) The following provisions of law are hereby
17 repealed:

18 (1) That part of section 10 of the Federal Reserve Act,
19 as amended (12 U.S.C. 241), relating to the compensation
20 of the Board of Governors, Federal Reserve System, which
21 reads "payable monthly,".

22 (2) That part of section 2 of the Federal Trade Com-
23 mission Act, as amended (15 U.S.C. 42), relating to the
24 compensation of the Secretary to the Federal Trade Com-
25 mission, which reads "who shall receive a salary, payable in

1 the same manner as the salaries of the judges of the courts
2 of the United States,”.

3 (3) That part of section 7443 (c) of the Internal Reve-
4 nue Code of 1954, relating to the compensation of judges of
5 the Tax Court of the United States, which reads “, to be paid
6 in monthly installments”.

7 MAXIMUM SALARY INCREASE LIMITATION

8 SEC. 118. Except as otherwise provided in section 114
9 (e) of this title, no rate of salary shall be increased, by
10 reason of the enactment of this title, to an amount in excess
11 of the salary rate now or hereafter in effect for Level V of
12 the Federal Executive Salary Schedule.

13 INCLUSION OF MEMBERS OF BOARD OF PAROLE IN LEVEL V 14 OF FEDERAL EXECUTIVE SALARY SCHEDULE

15 SEC. 119. Section 303 (e) of the Federal Executive
16 Salary Act of 1964 (78 Stat. 421; 5 U.S.C. 2211 (e)) is
17 amended by adding at the end thereof the following new
18 paragraph:

19 “(100) Members of the Board of Parole, Depart-
20 ment of Justice.”

21 ADJUSTMENT OF SALARY RATES FIXED BY ADMINISTRATIVE 22 ACTION

23 SEC. 120. (a) The rates of basic compensation of assist-
24 ant United States attorneys whose basic salaries are fixed
25 by section 508 of title 28, United States Code, shall be

1 increased by $4\frac{1}{2}$ per centum effective on the first day of
2 the first pay period which begins on or after October 1, 1965.

3 (b) Notwithstanding section 3679 of the Revised Stat-
4 utes, as amended (31 U.S.C. 665), the rates of compen-
5 sation of officers and employees of the Federal Government
6 and of the municipal government of the District of Columbia
7 whose rates of compensation are fixed by administrative
8 action pursuant to law and are not otherwise increased by
9 this Act are hereby authorized to be increased effective on
10 or after the first day of the first pay period which begins
11 on or after October 1, 1965, by amounts not to exceed the
12 increases provided by this Act for corresponding rates of
13 compensation in the appropriate schedule or scale of pay.

14 EFFECTIVE DATES

15 SEC. 121. This title shall become effective as follows:

16 (1) This section and sections 101, 111 (a), 112, 116,
17 and 120, and section 3107 (3) of title 39, United States
18 Code, as contained in the amendment made by section
19 108 (a) of this Act, shall become effective on the date of
20 enactment of this Act.

21 (2) Section 107 shall become effective on the first day
22 of the first pay period which begins on or after the date of
23 enactment of this Act.

24 (3) Sections 102, 104, 105, 106, 109, 110, 111 (b)
25 and (c) (except as otherwise specifically provided therein),

1 113, 114, 115, 117, 118, and 119 shall become effective on
2 the first day of the first pay period which begins on or after
3 October 1, 1965.

4 (4) Section 103 shall become effective on the ninetieth
5 day following the date of enactment of this Act.

6 (5) Section 108 (b), and section 3107 (1) and (2)
7 of title 39, United States Code, as contained in the amend-
8 ment made by section 108 (a) of this Act, shall become
9 effective as of July 1, 1965.

10 TITLE II

11 SHORT TITLE

12 SEC. 201. This title may be cited as the "Federal Salary
13 Review Commission Act".

14 FEDERAL SALARY REVIEW COMMISSION

15 SEC. 202. (a) There is hereby established a bipartisan
16 commission, to be known as the "Federal Salary Review
17 Commission" (hereinafter referred to as the "Commission"),
18 which shall be composed of eleven members, of whom (1)
19 five shall be appointed by the President of the United States,
20 not more than three of whom shall be of the same political
21 party and one of whom so designated by him shall be Chair-
22 man; (2) two shall be appointed by the President of the
23 Senate, who shall not be of the same political party; (3) two
24 shall be appointed by the Speaker of the House of Repre-
25 sentatives, who shall not be of the same political party; and

1 (4) two shall be appointed by the Chief Justice of the
2 United States, who shall not be of the same political party.

3 (b) No person holding any office, appointive or elec-
4 tive, under the United States (except retired officers or em-
5 ployees) shall be eligible for appointment to the Commis-
6 sion. The first members of the Commission shall be ap-
7 pointed not later than January 31, 1966, and shall serve
8 for one year. New members shall be appointed not later than
9 January 31 every fourth year thereafter, beginning in 1970,
10 for the same term. Members shall not be eligible for reap-
11 pointment. Members shall receive no compensation for their
12 services but shall be reimbursed for necessary expenses in-
13 curred in the performance of their duties.

14 (c) Appointment of employees may be without regard
15 to the civil service laws, but their compensation shall be in
16 accordance with the Classification Act of 1949, as amended.
17 Executive departments and agencies whose employees are
18 compensated under the statutory salary systems may detail
19 employees for service with the Commission without reim-
20 bursement. The services of experts and consultants may be
21 obtained by the Commission under the authority of section
22 15 of the Administrative Expenses Act of 1946, as amended
23 (5 U.S.C. 55a), at rates not to exceed \$100 per diem.
24 Necessary funds are authorized to be appropriated for ex-
25 penses of the Commission.

COMMISSION SALARY REVIEWS AND REPORTS

SEC. 203. (a) The Commission shall review the compensation, including rates of basic compensation and other forms of compensation, of (1) Senators, Representatives, and the Resident Commissioner from Puerto Rico; (2) Justices and Judges of the United States; and (3) the salary levels established under the Federal Executive Salary Act of 1964, with a view to maintaining proper levels and relationships among the rates of basic compensation of these officers and salary levels, and with the salary rates of the Classification Act of 1949, as amended.

(b) The Commission shall also review the principles, concepts, structures, and interrelationships of the statutory salary systems governing the compensation of Federal civilian employees of the executive departments and agencies.

(c) The Commission shall submit to the President not later than January 1, 1967, and January 1 of every fourth year thereafter beginning in 1971, a report containing its recommendations concerning rates of basic compensation and other forms of compensation for the categories referred to in subsection (a) of this section, concerning the principles, structure, and rates of the statutory salary systems referred to in subsection (b) of this section, and concerning such other matters relating to compensation as it deems pertinent.

1 SUBMISSION OF COMPENSATION RECOMMENDATIONS TO
2 CONGRESS

3 SEC. 204. The President, after consideration of such re-
4 port, shall transmit to the Congress, not later than March 31,
5 1967, and not later than March 31 of every fourth year
6 thereafter, beginning in 1971, his recommendations as to
7 the rates of basic compensation for the categories referred to
8 in section 203 (a) and (b) of this title.

9 PERMANENT SYSTEM FOR THE ESTABLISHMENT AND MAIN-
10 TENANCE OF PROPER SALARY RELATIONSHIPS IN FED-
11 ERAL EXECUTIVE, JUDICIAL, CONGRESSIONAL, AND
12 CAREER SALARIES

13 SEC. 205. Whenever the salary rates of the General
14 Schedule of the Classification Act of 1949, as amended, are
15 increased by or pursuant to law, the salary rate of each office
16 or position within the purview of sections 203 and 204 of
17 title II, sections 303 and 304 of title III, and section 403
18 of title IV, of the Government Employees Salary Reform
19 Act of 1964, as amended (78 Stat. 400), shall be increased
20 automatically, effective at the beginning of the next Congress
21 which begins immediately following the Congress during
22 which the salary rates of such schedule are so increased, by a
23 percentage equal to the greater of—

1 (1) the percentage of the increase so made in the
2 maximum salary rate of such schedule, or

3 (2) the average percentage of the increases so made
4 in the respective maximum salary rates of all grades of
5 such schedule.

[Report No. 792]

A BILL

To adjust the rates of basic compensation of certain officers and employees in the Federal Government, to establish the Federal Salary Review Commission, and for other purposes.

By Mr. UDALL

AUGUST 4, 1965

Referred to the Committee on Post Office and Civil Service

AUGUST 16, 1965

Committed to the Committee of the Whole House on the State of the Union and ordered to be printed

Sept 13, 1965

religion, sex or national origin. pp. 22749-51

11. PERSONNEL; PAY. Adopted a resolution for the consideration of H. R. 10281, the Federal pay bill. pp. 22762-64
12. WATER PROJECT. A subcommittee of the Interior and Insular Affairs Committee voted to report to the full committee H. R. 2020, amended, to authorize the Secretary of the Interior to construct, operate, and maintain the southern Nevada water project. p. D913

ITEMS IN APPENDIX

13. WILDLIFE; CONSERVATION. Extension of remarks of Rep. Fulton criticizing the "ruthless policies of the Bureau of Public Roads in blasting 'whiz ways' straight through parks, recreation areas, college campuses and conservation and wildlife areas," and inserting a statement on this subject. pp. A5135-7
14. TRADE. Extension of remarks of Rep. Irwin inserting an article, "The U. N. Embargo Against Red China and North Korea," and stating that it demonstrates the efficacy of trade controls against the Communist camp. pp. A5143-5

BILLS INTRODUCED

15. PERSONNEL. S. 2516 by Sen. Tydings, to amend the Administrative Expenses Act of 1946, as amended, to provide for reimbursement of certain moving expenses of employees, and to authorize payment of expenses for storage of household goods and personal effects of employees assigned to isolated duty stations within the continental United States; to Government Operations Committee. Remarks of author, pp. 22621-3
S. 2517 by Sen. McNamara, to amend the Federal Employees' Compensation Act to improve its benefits; to Labor and Public Welfare Committee. Remarks of author, pp. 22703-4
H. R. 11005 by Rep. Sikes, to amend the Hatch Act to permit all officers and employees of the Government to exercise the full responsibility of citizenship and to take an active part in the political life of the United States; to House Administration Committee.
16. DISASTER RELIEF. H. R. 11009 by Rep. Pepper, to authorize a study of methods of helping to provide financial assistance to victims of future natural disasters; to Banking and Currency Committee.
H. R. 11027 by Rep. Boggs, to provide additional assistance for areas suffering a major disaster; to Public Works Committee.
17. WATER RESOURCES. H. R. 11001 by Rep. Erlenborn, to establish the national water resources trust fund; to Banking and Currency Committee.
18. RESEARCH ANIMALS. H. R. 11002 by Rep. Fino, to authorize the Secretary of Agriculture to regulate the transportation, sale, and handling of dogs and cats intended to be used for purposes of research or experimentation; to Agriculture Committee.
19. WOOL. H. R. 11029 by Rep. Keogh, relating to the tariff treatment of certain woven fabrics of vegetable fibers (except cotton); to Ways and Means Committee.

89TH CONGRESS
1ST SESSION

H. RES. 536

IN THE HOUSE OF REPRESENTATIVES

AUGUST 19, 1965

Mr. MORRISON submitted the following resolution; which was referred to the
Committee on Rules

RESOLUTION

1 *Resolved*, That upon the adoption of this resolution it
2 shall be in order to move that the House resolve itself into
3 the Committee of the Whole House on the State of the
4 Union for the consideration of the bill (H.R. 10281) to
5 adjust the rates of basic compensation of certain officers and
6 employees in the Federal Government, to establish the Fed-
7 eral Salary Review Commission, and for other purposes.
8 After general debate, which shall be confined to the bill, and
9 shall continue not to exceed four hours, to be equally divided
10 and controlled by the chairman and ranking minority mem-
11 ber of the Committee on Post Office and Civil Service, the
12 bill shall be read for amendment under the five-minute rule.

1 At the conclusion of the consideration of the bill for amend-
 2 ment, the Committee shall rise and report the bill to the
 3 House with such amendments as may have been adopted,
 4 and the previous question shall be considered as ordered on
 5 the bill and amendments thereto to final passage without
 6 intervening motion except one motion to recommit.

89TH CONGRESS
 1ST SESSION

H. RES. 536

RESOLUTION

Providing for consideration of H.R. 10281, to adjust the rates of basic compensation of certain officers and employees in the Federal Government, to establish the Federal Salary Review Commission, and for other purposes.

By Mr. MORRISON

August 19, 1965

Referred to the Committee on Rules

Mr. THOMPSON of New Jersey. Mr. Speaker, I urge my colleagues to support this rule. It will enable the House to work its will on H.R. 9460, a bill to create a National Foundation on the Arts and the Humanities.

This is a small bill, but it is important.

During my second term in the House, I had the privilege of sitting on a subcommittee taking testimony which led to a great bill, the National Defense Education Act. That was our reaction to Sputnik I.

There was a thread running throughout our hearings. Yes, we need scientists, engineers, and technicians. But we also need people who can use the new technology and the new devices and the new knowledge; people who can turn them to the use of mankind. That was the undertone of the testimony. It was a caveat that many of us had in mind when we wrote that bill.

Now the time has come to make sure that our supply of humanists is large enough so that in future years machines remain the servant of mankind, and not vice versa.

I find it significant to recall the caveat of the National Defense Education Act hearings at this time. We propose to act in the area of the humanities while we still glow from the most recent exploit of our astronauts. In that great adventure there were many mishaps. The failures and the mishaps were all those of machines. Man once more proved his individual importance.

This is the importance of the humanities. In essence the humanities are the study of man in relationship to his environment.

Mr. Speaker, I could speak much further on the high purpose of H.R. 9460, and I shall do so when we are in Committee. I shall also discuss the mechanics of the program we propose to authorize. Today I desire to persuade our colleagues to support the rule.

First off, this bill, or bills with a similar purpose, has more Members of the House as cosponsors than any other bill that has been before this body in this Congress. Over 100 Members have expressed their affirmative interest in this proposal by introducing bills.

The hearing record is filled with testimonials from the academic community. It would consume most of time allowed on this rule to list them all. These are just a few of the academicians who endorse this proposal:

Dr. J. A. Stratton, president, Massachusetts Institute of Technology; Dr. Gustave Arlt, president, Council of Graduate Schools; Dr. Kingman Brewster, president of Yale—he was invited as an opposition witness; Dr. Frederick Burkhardt, president, American Council of Learned Societies; Dr. Barnaby Keeney, president, Brown University; Dr. Frederick Dorian, of Carnegie Institute of Technology; Dr. Robert Goheen, president of Princeton; Dr. John T. Fey, president, University of Wyoming; Michael Rapuano, president, American Academy in Rome; and Alvin C. Eurich, president, Aspen Institute for Humanistic Studies.

Business leaders are also for this bill. They include Thomas J. Watson, Jr., chairman of the board, International Business Machines; Nelson Poynter, publisher, St. Petersburg Times; Stanley Obermiller, president, National Art Materials Trade Association; and Lee C. Deighton, chairman, the McMillan Co.

A great many professional and cultural associations also endorse this legislation. Some of them are the American Institute of Architects, the Association of Research Libraries, the National Council on the Arts and Government, American Association of Museums, Print Council of America, National Federation of Music Clubs, American Library Association, National Association of Women Artists, and the American Parents Committee.

Then there are distinguished performers: Charlton Heston, Miss Lillian Gish, Frederick O'Neal, Ron Rawson, and Theodore Bickel.

Labor organizations supporting the bill are the AFL-CIO, the Steelworkers, the Autoworkers, and all of the unions within the performing fields.

Witnesses from the Government who testified in favor include Roger Stevens, chairman, National Council on the Arts; Francis Keppel, Commissioner of Education; Harry C. McPherson, then the Assistant Secretary of State for Cultural Affairs; L. Quincy Mumford, the Librarian of Congress; S. Dillon Ripley, Secretary to the Smithsonian Institution; John Walker, Director, National Gallery of Art; Dr. Glen T. Seaborg, Chairman, Atomic Energy Commission; and Leland J. Haworth.

Additionally it has been enacted in the other body.

Finally, this bill is a part of the legislative program of President Johnson.

Mr. Speaker, a piece of legislation with such a wide backing from within and without the Congress, deserves the consideration of the House.

For this reason, I urge my colleagues to support the rule.

Mr. POWELL. Mr. Speaker, I yield to the gentleman from Alabama [Mr. GLENN ANDREWS] 10 minutes.

Mr. GLENN ANDREWS. Mr. Speaker, I regret very much that the ranking member of our subcommittee, who is not able to be present today, has taken a position against the bill. He has done so not because of its stated purpose—the development of the arts and humanities—but because it would set up a brand new set of places for education that were untried, untested, and, it was thought, needed some thorough examination.

The minority views are printed. They are very conclusive.

I yield such time as he may need to my colleague, the gentleman from New York [Mr. REID].

Mr. REID of New York. Mr. Speaker, I thank my colleague for yielding. The hour is late to deal with the substance of the bill, the consideration of which is authorized by House Resolution 478. I will merely state that H.R. 9460 enjoys bipartisan support. As the gentleman from New Jersey [Mr. THOMPSON] has pointed out, over 100 Members support

the bill. Many Members on this side of the aisle support it. I think it is clear that in America today there is a growing feeling that the arts and humanities deserve greater recognition and support at the national level, particularly since there is great emphasis in this day and age on the sciences.

I intend to support the bill. I believe in it. I also plan to offer an amendment at the appropriate time.

Finally, I would say that it is true, as stated in the minority views, that the bill did go through the full committee at a very rapid rate—roughly, 15 minutes. In my judgment, there was not adequate time for consideration. However, the distinguished chairman of the subcommittee [Mr. THOMPSON], has given the bill very careful thought and study over the years. I believe on balance it is a bill that should be supported.

I yield back the balance of my time.

Mr. GLENN ANDREWS. Mr. Speaker, I yield such time as he might need to the gentleman from Pennsylvania [Mr. FULTON].

Mr. FULTON of Pennsylvania. Mr. Speaker, as one of the cosponsors of this legislation, I am glad to join with the gentleman from New York [Mr. REID] in stating that the bill has bipartisan support. In fact, as has been stated, over 100 Members of the House have sponsored similar legislation, if not identical. As a member of the Committee on Science and Astronautics, my position is that we should likewise place emphasis on the arts and humanities, for the Nation is growing up culturally. This will be a good advance for us. It is one of the best bills I have seen on this particular subject.

(Mr. FULTON of Pennsylvania asked and was given permission to revise and extend his remarks.)

Mr. GLENN ANDREWS. Mr. Speaker, the distinguished chairman of the subcommittee has been most fair, in my opinion, during the hearings on this subject.

Mr. GROSS. Mr. Speaker, will the gentleman yield?

Mr. GLENN ANDREWS. I yield to the gentleman from Iowa.

Mr. GROSS. It was indeed interesting to hear the distinguished Speaker of the House say that this bill was being considered under unusual procedure, because I asked the distinguished majority leader on last Thursday afternoon if it was not unusual for legislation to be considered under the procedure that has been employed today and the distinguished majority leader said—and his statement will be found in the CONGRESSIONAL RECORD—that this was not unusual procedure.

Mr. GLENN ANDREWS. Mr. Speaker, I yield back the remainder of our time.

Mr. POWELL. Mr. Speaker, I move the previous question.

The previous question was ordered. The SPEAKER. The question is on the resolution.

Mr. GERALD R. FORD. Mr. Speaker, on that I demand the yeas and nays.

The yeas and nays were ordered.

The question was taken; and there were—yeas 260, nays 114, answered "present" 1, not voting 57, as follows:

[Roll No. 292]

YEAS—260

Adams	Green, Pa.	Patten
Addabbo	Greigg	Pelly
Albert	Gridler	Pepper
Anderson,	Grover	Perkins
Tenn.	Hagen, Calif.	Philbin
Andrews,	Halpern	Pickle
N. Dak.	Hamilton	Pike
Annunzio	Hanley	Powell
Ashley	Hanna	Price
Bandstra	Hansen, Iowa	Pucinski
Barrett	Hansen, Wash.	Purcell
Bates	Harris	Quile
Beckworth	Hathaway	Race
Bell	Hawkins	Randall
Bennett	Hays	Redlin
Berry	Hechler	Reid, N.Y.
Bingham	Hicks	Reifel
Blatnik	Hollfield	Resnick
Boggs	Horton	Reuss
Boland	Howard	Rhodes, Ariz.
Bolling	Hungate	Rhodes, Pa.
Brademas	Huot	Rivers, Alaska
Brooks	Ichord	Robison
Broomfield	Irwin	Rodino
Brown, Calif.	Jacobs	Rogers, Colo.
Burke	Jarman	Rogers, Fla.
Burton, Calif.	Jennings	Ronan
Burton, Utah	Joelson	Roncallo
Byrne, Pa.	Johnson, Calif.	Rooney, N.Y.
Cabill	Johnson, Pa.	Rooney, Pa.
Callan	Jones, Ala.	Rosenthal
Carey	Karsten	Rostenkowski
Carter	Karth	Roush
Cederberg	Kastenmeier	Roybal
Clark	Kee	Rumsfeld
Clausen,	Keith	St Germain
Don H.	King, Calif.	St. Onge
Cleveland	King, Utah	Saylor
Clevenger	Krebs	Scheuer
Cohelan	Kunkel	Schisler
Conable	Laird	Schmidhauser
Conte	Leggett	Schneebell
Corbett	Long, Md.	Schweiker
Corman	Love	Scott
Craley	McCarthy	Secrest
Cunningham	McDade	Senner
Curtin	McDowell	Shipley
Curtis	McFall	Sickles
Daniels	McGrath	Slack
Dawson	McVicker	Smith, Iowa
Delaney	Macdonald	Smith, N.Y.
Dent	MacGregor	Springer
Denton	Machen	Stafford
Diggs	Mackay	Staggers
Dingell	Mackie	Stalbaum
Donohue	Madden	Stephens
Dow	Mahon	Stratton
Dulski	Mathias	Stubblefield
Dwyer	Matsunaga	Sullivan
Dyal	Meeds	Sweeney
Edmondson	Michel	Teague, Calif.
Edwards, Calif.	Miller	Teague, Tex.
Ellsworth	Minish	Tenzer
Evans, Colo.	Mink	Thompson, N.J.
Everett	Minshall	Thomson, Wis.
Farbstein	Moeller	Todd
Farnum	Monagan	Trimble
Fascell	Moore	Tunney
Feighan	Moorhead	Tupper
Fino	Morgan	Udall
Flood	Morris	Ullman
Fogarty	Morrison	Van Deen
Foley	Morse	Vanik
Ford,	Morton	Vigorito
William D.	Mosher	Vivian
Fraser	Murphy, Ill.	Walker, N. Mex.
Frelinghuysen	Murphy, N.Y.	Whalley
Friedel	Murray	White, Idaho
Fulton, Pa.	Nedzi	Widnall
Fulton, Tenn.	Nix	Willis
Garmatz	O'Brien	Wilson,
Gialmo	O'Hara, Ill.	Charles H.
Gibbons	O'Hara, Mich.	Wolff
Gilbert	O'Konski	Wyatt
Gilligan	Olsen, Mont.	Watson
Gonzalez	Olson, Minn.	Wydler
Grabowski	O'Neill, Mass.	Yates
Gray	Ovinger	Zablocki
Green, Oreg.	Patman	

NAYS—114

Abbott	Ayres	Broyhill, N.C.
Abernethy	Baldwin	Broyhill, Va.
Anderson, Ill.	Battin	Buchanan
Andrews,	Belcher	Burleson
Glenn	Betts	Byrnes, Wis.
Arenas	Bow	Cabell
Ashmore	Brock	Callaway

Chamberlain	Gross	Passman
Chelf	Gubser	Poff
Clancy	Gurney	Pool
Clawson, Del	Hagan, Ga.	Quillen
Collier	Haley	Reid, Ill.
Colmer	Hall	Reinecke
Cooley	Halleck	Roberts
Cramer	Hansen, Idaho	Rogers, Tex.
Dague	Harsha	Roudebush
Davis, Ga.	Henderson	Satterfield
Davis, Wis.	Herlong	Selden
de la Garza	Hosmer	Shriver
Devine	Hull	Sikes
Dickinson	Hutchinson	Skubitz
Dole	Jonas	Smith, Va.
Dorn	King, N.Y.	Stanton
Dowdy	Langen	Taylor
Downing	Latta	Tuck
Duncan, Oreg.	Lennon	Tuten
Duncan, Tenn.	Lipscomb	Utt
Edwards, Ala.	Long, La.	Waggoner
Erlenborn	McCulloch	Walker, Miss.
Evins, Tenn.	McEwen	Watkins
Findley	McMillan	Watson
Fisher	Mailliard	Watts
Flynt	Marsh	White, Tex.
Ford, Gerald R.	Martin, Nebr.	Whitener
Fountain	Matthews	Williams
Fuqua	Mize	Wilson, Bob
Gathings	Natcher	Younger
Gettys	Nelsen	
Goodell	O'Neal, Ga.	

ANSWERED "PRESENT"—1

Talcott

NOT VOTING—57

Adair	Griffiths	Mills
Andrews,	Hardy	Moss
George W.	Harvey, Ind.	Multer
Ashbrook	Harvey, Mich.	Pirnie
Aspinall	Hébert	Poage
Baring	Helstoski	Rivers, S.C.
Bolton	Holland	Roosevelt
Bonner	Johnson, Okla.	Ryan
Bray	Jones, Mo.	Sisk
Cameron	Kelly	Smith, Calif.
Casey	Keogh	Steed
Celler	Kirwan	Thomas
Conyers	Kluczynski	Thompson, Tex.
Culver	Kornegay	Toll
Daddario	Landrum	Weltner
Derwinski	Lindsay	Whitten
Fallon	McClory	Wright
Farnsley	Martin, Ala.	Young
Gallagher	Martin, Mass.	
Griffin	May	

So the resolution was agreed to.

The Clerk announced the following pairs:

On this vote:

Mr. Multer for, with Mr. Talcott against.
 Mr. Pirnie for, with Mr. Martin of Alabama against.
 Mr. Keogh for, with Mr. Adair against.
 Mr. Martin of Massachusetts for, with Mr. Harvey of Indiana against.
 Mr. Kirwan for, with Mr. Ashbrook against.
 Mr. Celler for, with Mr. Hébert against.
 Mrs. Bolton for, with Mr. Bray against.
 Mr. Daddario for, with Mr. Derwinski against.
 Mr. Steed for, with Mr. Smith of California against.

Until further notice:

Mr. Fallon with Mr. McCloy.
 Mr. Moss with Mr. Harvey of Michigan.
 Mr. Sisk with Mr. Griffin.
 Mr. Helstoski with Mrs. May.
 Mr. Roosevelt with Mr. Lindsay.
 Mr. Aspinall with Mr. Baring.
 Mr. Andrews of Alabama with Mr. Cameron.
 Mr. Casey with Mr. Holland.
 Mrs. Kelly with Mr. Kornegay.
 Mr. Kluczynski with Mr. Ryan.
 Mr. Conyers with Mr. Culver.
 Mr. Landrum with Mrs. Griffiths.
 Mr. Mills with Mr. Gallagher.
 Mr. Toll with Mr. Whitten.
 Mr. Wright with Mr. Johnson of Oklahoma.
 Mr. Thompson of Texas with Mr. Farnsley.
 Mr. Rivers of South Carolina with Mr. Weltner.
 Mr. Young with Mr. Bonner.
 Mr. Hardy with Mr. Thomas.

Mr. TALCOTT. Mr. Speaker, I have a live pair with the gentleman from New York [Mr. MULTER]. If he were here, he would vote "yea." I voted "no." Therefore, I withdraw my vote of "no" and vote "present."

The result of the vote was announced as above recorded.

A motion to reconsider was laid on the table.

REQUEST FOR GENERAL LEAVE TO EXTEND REMARKS

Mr. POWELL. Mr. Speaker, I ask unanimous consent that all Members may have 5 legislative days in which to extend their remarks on the two resolutions, House Resolution 506 and House Resolution 478, which have been passed and to include pertinent and extraneous material.

The SPEAKER. Is there objection to the request of the gentleman from New York?

Mr. CURTIS. Mr. Speaker, reserving the right to object, I would observe that inasmuch as there was not any debate, it would not be fitting to have the RECORD indicate that there was, and for that reason I object.

The SPEAKER. Objection is heard.

Mr. POWELL. Mr. Speaker, I ask unanimous consent that all Members may have 5 legislative days in which to extend their remarks on the resolution just adopted by the House, House Resolution 478.

Mr. FLYNT. Mr. Speaker, I object.

The SPEAKER. Objection is heard.

ADJUSTING RATES OF BASIC COMPENSATION OF CERTAIN OFFICERS AND EMPLOYEES IN THE FEDERAL GOVERNMENT AND ESTABLISHING FEDERAL SALARY REVIEW COMMISSION

Mr. UDALL. Mr. Speaker, pursuant to the provisions of clause 23, rule XI, by direction of the Committee on Post Office and Civil Service, I call up the resolution (H. Res. 536) providing for consideration of H.R. 10281, which has been pending before the Committee on Rules for more than 21 calendar days without being reported by the said committee.

The SPEAKER. The Clerk will report the resolution.

The Clerk read as follows:

H. RES. 536

Resolved, That upon the adoption of this resolution it shall be in order to move that the House resolve itself into the Committee of the Whole House on the State of the Union for the consideration of the bill (H.R. 10281) to adjust the rates of basic compensation of certain officers and employees in the Federal Government, to establish the Federal Salary Review Commission, and for other purposes. After general debate, which shall be confined to the bill, and shall continue not to exceed four hours, to be equally divided and controlled by the chairman and ranking minority member of the Committee on Post Office and Civil Service, the bill shall be read for amendment under the five-minute rule. At the conclusion of the consideration of the bill for amendment, the Committee shall rise and report the bill to the House with such amendments as may

have been adopted, and the previous question shall be considered as ordered on the bill and amendments thereto to final passage without intervening motion except one motion to recommit.

Mr. UDALL. Mr. Speaker, the resolution now pending before the House would make in order the consideration of the bill, H.R. 10281, the Federal salary adjustment act of 1965. This bill was reported from our committee on August 16 by a vote of 20 to 3. It represents a full month of hearings and most careful consideration by our committee of this very comprehensive subject.

Mr. Speaker, this is a good bill and the pending resolution would provide for 4 hours of general debate to be equally divided and the rule is an open rule.

At this late hour I shall not go into the details of this very comprehensive legislation, but I urge Members of the House to support the resolution and to adopt it this afternoon.

Mr. SMITH of Virginia. Mr. Speaker, will the gentleman yield for a question on the bill itself?

Mr. UDALL. I yield to the gentleman from Virginia.

Mr. SMITH of Virginia. I would like to inquire whether this is the bill that contained a provision by which the Congress will vote itself another raise in salary?

Mr. UDALL. No. The way the gentleman phrases the question, I cannot answer him in the affirmative. The bill contains a provision which would provide automatic machinery by which congressional, judicial, and Federal executive salaries would be adjusted. Under the bill, as now written, the first adjustment would occur at the beginning of the next Congress, 1967.

Mr. SMITH of Virginia. The gentleman has answered my question and I thank him.

Mr. UDALL. Mr. Speaker, I now yield the ranking minority member of the committee, the gentleman from Pennsylvania [Mr. CORBETT], 10 minutes.

Mr. CORBETT. Mr. Speaker, I yield myself 1 minute to answer the gentleman from Virginia.

In the committee, I believe it is pretty definitely agreed that we shall support an amendment which would exclude Members of Congress, the Cabinet, the judiciary, and high executive employees who would otherwise be subject to the raises, effective prior to enactments that occur prior to January 1, 1967. So the gentleman's objectives will be taken care of.

I yield 1 minute to the gentleman from Alabama [Mr. BUCHANAN], who has distinguished himself by his concentration on our problem.

Mr. BUCHANAN. Mr. Speaker, I merely wish to state that, with the exception of the congressional pay raise feature, about which we had an honest difference, and which we hope will be resolved in an amendment, the bill did have strong bipartisan support. I concur in the judgment of the distinguished subcommittee chairman. With the exception of the congressional pay raise feature, it is a good bill.

Mr. CORBETT. Mr. Speaker, I yield to the gentleman from North Carolina [Mr. BROYHILL] for 3 minutes.

Mr. BROYHILL of North Carolina. Mr. Speaker, it has been a long night. It is not my purpose to prolong the discussion. It is usual when these resolutions are being considered that some explanation of the bill be made. Tonight we do not have the time. It is late. As the gentleman from Arizona has well stated, the bill does include a pay raise for all Federal workers. The first stage in the bill as written provides a 4½ percent increase. A second stage increase is written in the bill, which is known as the automatic increase for next year. Actually, I believe no one really knows exactly how much that increase would amount to. Estimates only, are available.

The fact is, too, that no further consideration would be in order by this Congress for that second stage increase.

It is also a well-known fact that there is opposition to this piece of legislation by the administration. The views of the administration on this bill are well known.

In view of the inflationary spiral that is taking place in this country, the opposition by the administration should not be taken lightly.

As the gentleman from Virginia [Mr. SMITH] has brought out, it should be recognized by all Members that there would be an increase in the bill for Members of the Congress. There, again, the amount of the increase is not itemized.

It is also very apparent from the conversations that I have had with a number of Members and a number of pieces of mail that I have had come across my desk that there will be numerous amendments offered to the bill when it is considered in the Committee of the Whole. I only wish that we had had the time available in our discussion on this resolution to discuss, comment, and debate some of the amendments which might be offered.

It is not my purpose tonight to oppose this rule just for opposition's sake. I would hope that all Members will make it a point to study the details of the bill, read the committee report, together with the minority and additional views. This legislation should be considered when it is brought before the House, with careful deliberation. Changes that should be made should be accepted and then the entire bill voted up or down on its merits.

Mr. CORBETT. Mr. Speaker, I yield 2 minutes to the gentleman from Virginia [Mr. BROYHILL] a former member of our committee.

Mr. BROYHILL of Virginia. Mr. Speaker, I am mighty pleased to follow the gentleman from North Carolina [Mr. BROYHILL], who happens to be my cousin. On a previous occasion I have said in a joking way that I claim him as close kinfolk when we agree on what is good Federal employee legislation. When we disagree on that subject then we threaten to refer to each other as distant relatives.

Mr. Speaker, earlier this evening the gentleman from Arizona [Mr. UDALL]

who happens to be a good friend of the Federal employee and has been such a great leader in the fight for good Federal employee legislation, took the floor to state that some of us on this side who objected to the procedures of today—in words to this effect—were jeopardizing the possibility of considering a Federal employees pay bill this year.

I do not question the prerogatives of the leadership in the way they want to schedule legislation. I do not question the motives of the gentleman from Arizona [Mr. UDALL]. But I do not believe it is necessary for the gentleman from Virginia or anyone else on this side of the aisle to have to defend his position on or support of Federal employee legislation.

Certainly my support of the bill for which we are considering a rule now is known. My position on parliamentary procedures earlier today has nothing to do with my position on this legislation. I believe the gentleman knows that, and the implication of the remarks made earlier today was in error.

Mr. CORBETT. Mr. Speaker, I yield myself 3 minutes.

I should like to say to the gentleman from Arizona [Mr. UDALL] that the rule provides for 4 hours of general debate, and the bill will be open for amendment under the 5-minute rule. This will give us ample time to consider all of the administration objections to the bill. It will give us every opportunity to amend the bill in accordance with the wishes of the House.

Therefore, I feel there is no reason in the world why this rule should not be adopted.

In view of the administration's expressed position that along with the bill this year there will be salary adjustments next year, we would all be well advised to adopt a bill this year and amend it as we see fit, and then make such adjustments next year as conditions warrant.

Is that the understanding of the gentleman from Arizona?

Mr. UDALL. I did not fully understand the inquiry of the gentleman. If he will state it again I shall be happy to comment.

The bill as written has the October 1, 1965, salary adjustment for all Federal employees; classified, postal, and others. It also has a formula raise effective October 1, 1966, a year from now. That is in the bill. I support both of those provisions in the bill.

I understand that amendments will be offered to knock out the 1966 raise. I believe there are many good arguments why those should not be stricken out. These are things we can debate, discuss, and resolve when the bill comes before the House.

Mr. CORBETT. The gentleman will agree that 4 hours of general debate, with an adequate opportunity for amendment, will make it possible for the House to work its will on these provisions, and therefore we should adopt this rule and proceed to see what the House desires to do as regards the features of the bill.

Mr. UDALL. I fully agree with the gentleman's statement.

Mr. CORBETT. Very good.

GENERAL LEAVE

Mr. UDALL. Mr. Speaker, I ask unanimous consent that all Members may have 5 legislative days in which to extend their remarks on the resolution now before the House.

The SPEAKER. Without objection, it is so ordered.

There was no objection.

Mr. UDALL. Mr. Speaker, I move the previous question on the resolution.

The SPEAKER. Without objection, the previous question is ordered.

There was no objection.

The SPEAKER. The question is on the resolution.

Mr. GERALD R. FORD. Mr. Speaker, on that I demand the yeas and nays.

The yeas and nays were ordered.

Mr. HALL. Mr. Speaker, a parliamentary inquiry.

The SPEAKER. The gentleman will state it.

Mr. HALL. Mr. Speaker, is the vote on the previous question?

The SPEAKER. No. The vote is on the adoption of the resolution.

Mr. HALL. The gentleman moved the previous question and the yeas and nays were asked on that motion.

The SPEAKER. The Chair will state that the previous question was ordered by unanimous consent. Then came the question on the adoption of the resolution, and on that the gentleman from Michigan [Mr. GERALD R. FORD] asked for the yeas and nays. Is the Chair's statement correct?

Mr. GERALD R. FORD. Mr. Speaker, as I best recollect it, I believe that the Chair put the motion on the previous question.

The SPEAKER. By unanimous consent.

Mr. GERALD R. FORD. That is correct.

The SPEAKER. Then the gentleman from Michigan demanded the yeas and nays on the adoption of the resolution.

Mr. GERALD R. FORD. That is correct.

The SPEAKER. That is the matter before the House now.

The question was taken; and there were—yeas 288, nays 84, not voting 60, as follows:

[Roll No. 293]

YEAS—288

Adams	Boland	Cleveland
Addabbo	Bolling	Clevenger
Albert	Bow	Cohelan
Anderson, Ill.	Brademas	Collier
Anderson, Tenn.	Brock	Conable
Andrews	Brooks	Conte
Glenn	Broomfield	Cooley
Andrews	Brown, Calif.	Corbett
N. Dak.	Broyhill, N.C.	Corman
Annunzio	Broyhill, Va.	Craley
Ashley	Buchanan	Cramer
Ayres	Burke	Cunningham
Baldwin	Burton, Calif.	Curtin
Bandstra	Burton, Utah	Dague
Barrett	Byrne, Pa.	Daniels
Bates	Cabell	de la Garza
Battin	Cahill	Delaney
Beckworth	Callan	Denton
Bell	Carter	Diggs
Berry	Cederberg	Dingell
Betts	Chamberlain	Donohue
Bingham	Clancy	Dulski
Blatnik	Clark	
Boggs	Clausen	
	Don H.	

Duncan, Oreg.	King, Utah	Rhodes, Pa.
Dwyer	Krebs	Rivers, Alaska
Dyal	Kunkel	Roberts
Edmondson	Leggett	Robison
Edwards, Calif.	Long, Md.	Rodino
Ellsworth	Love	Rogers, Colo.
Evans, Colo.	McCarthy	Rogers, Fla.
Farbstein	McDade	Ronan
Farnum	McDowell	Roncalio
Fascell	McFall	Rooney, Pa.
Feighan	McGrath	Rosenthal
Findley	McVicker	Rostenkowski
Fino	Macdonald	Roudebush
Flood	MacGregor	Roush
Fogarty	Machen	Roybal
Foley	Mackay	Rumsfeld
Ford, William D.	Mackie	St Germain
Fraser	Madden	St. Onge
Frelinghuysen	Mathias	Saylor
Friedel	Matsunaga	Scheuer
Fulton, Pa.	Matthews	Schisler
Fulton, Tenn.	Meeds	Schmidhauser
Garmatz	Michel	Schneebeli
Giaimo	Miller	Schwelker
Gibbons	Minish	Secrest
Gilbert	Mink	Senner
Gilligan	Moeller	Shipley
Gonzalez	Monagan	Shriver
Grabowski	Moore	Sickles
Gray	Moorhead	Slack
Green, Pa.	Morgan	Smith, Calif.
Greigg	Morrison	Smith, Iowa
Grider	Morse	Smith, N.Y.
Grover	Morton	Springer
Gubser	Mosher	Stafford
Hagen, Calif.	Murphy, Ill.	Staggers
Halpern	Murphy, N.Y.	Staibbaum
Hamilton	Murray	Stephens
Hanley	Natcher	Stratton
Hanna	Nedzi	Stubblefield
Hansen, Iowa	Nix	Sullivan
Hansen, Wash.	O'Brien	Sweeney
Harsha	O'Hara, Ill.	Taylor
Hathaway	O'Hara, Mich.	Teague, Calif.
Hawkins	O'Konski	Tenzer
Hechler	Olsen, Mont.	Thompson, N.J.
Henderson	Olson, Minn.	Thomson, Wis.
Herlong	O'Neill, Mass.	Todd
Hicks	Ottinger	Trimble
Holifield	Patman	Tunney
Horton	Patten	Tupper
Hosmer	Pelly	Tuten
Howard	Pepper	Udall
Hungate	Perkins	Ullman
Huot	Philbin	Van Deerlin
Hutchinson	Pickle	Vanik
Ichord	Pike	Vigorito
Irwin	Pool	Vivian
Jacobs	Powell	Walker, N. Mex.
Jarman	Price	Watkins
Jennings	Pucinski	Whalley
Joelson	Purcell	White, Idaho
Johnson, Calif.	Qule	White, Tex.
Johnson, Pa.	Race	Widnall
Jones, Ala.	Randall	Willis
Karsten	Redlin	Wilson
Karth	Reid, Ill.	Charles H.
Kastenmeier	Reld, N.Y.	Wolff
Kee	Relfel	Wyatt
Keith	Reinecke	Wydler
King, Calif.	Resnick	Yates
King, N.Y.	Reuss	Young
	Rhodes, Ariz.	Zablocki

NAYS—84

Abbutt	Ford, Gerald R.	Martin, Nebr.
Abernethy	Fountain	Minshall
Arends	Fuqua	Mize
Ashmore	Gathings	Morris
Belcher	Gettys	Nelsen
Bennett	Goodell	O'Neal, Ga.
Burleson	Gross	Passman
Byrnes, Wis.	Gurney	Poff
Callaway	Hagan, Ga.	Quillen
Chelf	Haley	Rivers, S.C.
Clawson, Del.	Hall	Rogers, Tex.
Colmer	Halleck	Satterfield
Curtis	Hansen, Idaho	Scott
Davis, Ga.	Hardy	Selden
Davis, Wis.	Harris	Sikes
Devine	Hull	Skubitz
Dickinson	Jonas	Stanton
Dole	Laird	Talcott
Dorn	Langen	Teague, Tex.
Dowdy	Latta	Tuck
Downing	Lennon	Utt
Duncan, Tenn.	Lipscomb	Waggonner
Edwards, Ala.	Long, La.	Walker, Miss.
Erlenborn	McCulloch	Watson
Everett	McEwen	Whitener
Evins, Tenn.	Mahon	Williams
Fisher	Mailliard	Wilson, Bob
Flynt	Marsh	Younger

NOT VOTING—60

Adair	Griffin	May
Andrews	Griffiths	Mills
George W.	Harvey, Ind.	Moss
Ashbrook	Harvey, Mich.	Multer
Aspinall	Hays	Pirnie
Baring	Hébert	Poage
Bolton	Helstoski	Rooney, N.Y.
Bonner	Holland	Roosevelt
Bray	Johnson, Okla.	Ryan
Cameron	Jones, Mo.	Sisk
Carey	Kelly	Smith, Va.
Casey	Keogh	Steed
Celler	Kirwan	Thomas
Conyers	Kluczynski	Thompson, Tex.
Culver	Kornegay	Toll
Daddario	Landrum	Watts
Derwinski	Lindsay	Weltner
Fallon	McClory	Whitten
Farnsley	McMillan	Wright
Gallagher	Martin, Ala.	
Green, Oreg.	Martin, Mass.	

So the resolution was agreed to.

The Clerk announced the following pairs:

Mr. Keogh with Mr. Martin of Massachusetts.

Mr. Hébert with Mr. Pirnie.

Mr. Kirwan with Mrs. May.

Mrs. Kelly with Mrs. Bolton.

Mr. Celler with Mr. Adair.

Mr. Toll with Mr. Harvey of Michigan.

Mr. Rooney of New York with Mr. Lindsay.

Mr. Culver with Mr. Martin of Alabama.

Mr. Ryan with Mr. McClory.

Mr. Kluczynski with Mr. Griffin.

Mr. Helstoski with Mr. Brady.

Mr. Fallon with Mr. Harvey of Indiana.

Mr. George W. Andrews with Mr. Ashbrook.

Mr. Daddario with Mr. Derwinski.

Mr. Mills with Mr. Smith of Virginia.

Mr. Multer with Mr. Gallagher.

Mrs. Griffiths with Mr. Thomas.

Mr. Landrum with Mr. Carey.

Mr. Casey with Mr. Baring.

Mr. Hays with Mr. Roosevelt.

Mr. Steed with Mr. Moss.

Mr. Weltner with Mr. McMillan.

Mr. Cameron with Mr. Conyers.

Mr. Kornegay with Mr. Sisk.

Mr. Aspinall with Mr. Holland.

Mr. Watts with Mrs. Green of Oregon.

Mr. Wright with Mr. Farnsley.

Mr. Johnson of Oklahoma with Mr. Whitten.

Mr. Thompson of Texas with Mr. Bonner.

Mr. HALEY and Mr. BURLESON changed their votes from "yea" to "nay."

The result of the vote was announced as above recorded.

A motion to reconsider was laid on the table.

COMMUNICATION FROM THE CLERK OF THE HOUSE

The SPEAKER laid before the House the following communication from the Clerk of the House of Representatives:

OFFICE OF THE CLERK, HOUSE OF REPRESENTATIVES

Washington, D.C., September 10, 1965.

The Honorable the SPEAKER, House of Representatives.

SIR: I have the honor to transmit herewith a sealed envelope addressed to the Speaker of the House of Representatives from the President of the United States, received in the Clerk's Office at 4:15 p.m., September 10, 1965, and said to contain H.R. 3329, an act to incorporate the Youth Councils on Civic Affairs, and for other purposes, and a veto message thereon.

Respectfully yours,

RALPH R. ROBERTS,
Clerk, U.S. House of Representatives.

DIGEST of Congressional Proceedings

OF INTEREST TO THE DEPARTMENT OF AGRICULTURE

UNITED STATES DEPARTMENT OF AGRICULTURE
WASHINGTON, D. C. 20250
OFFICIAL BUSINESS

POSTAGE AND FEES PAID
U. S. DEPARTMENT OF AGRICULTURE

OFFICE OF BUDGET AND FINANCE
FOR INFORMATION ONLY;
(NOT TO BE QUOTED OR CITED)

Issued Oct. 1, 1965
For actions of Sept. 30, 1965
89th-1st; No. 181

CONTENTS

Animals.....	30	Health.....	11	Research.....	6,30
Appropriations.....	3,12	Housing.....	24	Retirement.....	8
Beef exports.....	18	Inflation.....	4	Revolving fund.....	28
Census.....	26	Labor standards.....	13	Roads.....	9
Consumer affairs.....	20	Lands.....	31	Stockpile.....	16
Contracts.....	13	Legislative program.....	12,25	Sugar.....	2
Education.....	14,25	Loans.....	21	Transportation.....	32
Electrification.....	28	Organization.....	17,29	Veterans' affairs.....	22
Expenditures.....	4,27	Pay.....	1	Water loans.....	21
Food problems.....	23	Personnel.....	1,8,11	Watershed.....	7
Foreign aid.....	3,12,19	Property.....	15	Wild rivers.....	31
Foreign trade.....	5	Reclamation.....	10	Wildlife.....	31

HIGHLIGHTS: House passed Federal pay bill. House Rules Committee cleared sugar bill.

HOUSE

1. FEDERAL PAY BILL. Passed, 370-7, with amendments this bill, H. R. 10281 (pp. 24748-86). Voted, 238-140, in favor of a motion by Rep. Broyhill, N. C., to re-commit the bill with instructions for agreement to an amendment to remove the provisions for a permanent system of maintaining proper relationships of certain Federal personnel and to establish a Federal Salary Review Commission (pp. 24784-5). Agreed to a Udall amendment to reduce the across-the-board salary increase from $4\frac{1}{2}\%$ to 4% (pp. 24772-7). Rejected a Derwinski to reduce the increase to 3% (pp. 24772-7).
2. SUGAR. The Rules Committee reported a resolution for consideration of H. R. 11135, the sugar bill. p. 24824
Rep. Findley claimed the sugar industry was in favor of import fees. pp. 24796-7

3. FOREIGN AID APPROPRIATION BILL. Received the conference report on this bill, H. R. 10871 (H. Rept. 1103). pp. 24738-9
4. INFLATION; EXPENDITURES. Rep. Saylor deplored "inflation" and said the solution was to reduce Government spending. p. 24796
5. FOREIGN TRADE. Rep. Harvey, Mich., inserted a statement by Under Secretary Barr Treasury, on the balance of payments and the international monetary system. pp. 24803-5
The Ways and Means Committee reported without amendment H. R. 11216, "relating to the tariff treatment of articles assembled abroad of products of the United States" (H. Rept. 1104). p. 24824
6. RESEARCH. Rep. Pepper inserted his testimony favoring legislation to provide for humane treatment of laboratory animals. pp. 24817-8
7. WATERSHED. Received from the Budget Bureau a report on a plan for works of improvement of the Plain-Honey Creek watershed, Wis.; to Agriculture Committee. p. 24824
8. RETIREMENT. The Post Office and Civil Service Committee reported without amendment H. R. 11303, to provide that each retirement annuity commencing after Dec. 1, 1965, but not later than Dec. 31, 1965, shall be increased from its commencing date as if the annuity commencing date were Dec. 1, 1965. (H. Rept. 1102). p. 24824
9. ROADS. The Rules Committee reported a resolution for consideration of S. 2084, to provide for scenic development and road beautification of the Federal-aid highway systems. p. 24824
10. RECLAMATION. The Rules Committee reported a resolution for consideration of H. R. 2020, to authorize the Nevada water project. p. 24824
11. HEALTH. The Post Office and Civil Service Committee voted to report (but did not actually report) H. R. 5147, to amend the Federal Employees Health Benefits Act of 1959 to permit until Dec. 31, 1965, certain additional health benefits plan to come within the purview of the Act. p. D981
12. LEGISLATIVE PROGRAM. Rep. Albert announced that the conference report on the foreign aid appropriation bill will be considered today. p. 24797

SENATE

13. CONTRACTS; LABOR STANDARDS. The Labor and Public Welfare Committee reported with amendment H. R. 10238, to provide labor standards for certain persons employed by Federal contractors to furnish services to Federal agencies (S. Rept. 798). p. 24632
14. EDUCATION. The Labor and Public Welfare Committee reported with amendment H. R. 8310, the proposed Vocational Rehabilitation Act Amendments of 1965 (S. Rept. 806)(p. 24633). The bill was made the pending business for Fri. (p. 24737).
15. PROPERTY. Received from this Department a report on the disposal of excess personal and real property for fiscal year 1965. p. 24632
16. STOCKPILE. Sen. Byrd, Va., submitted a report from the Joint Committee on Reduction of Nonessential Federal Expenditures on Federal stockpile inventories

migrants across the U.S. boundaries with Canada and Mexico.

When the bill was first before the House, I joined with my colleagues to defeat a proposed amendment to place a limit on immigration into the United States from the Western Hemisphere. I did so for two reasons: First, representatives of the administration had led many of us to believe that in their judgment imposition of such a limitation at this time would seriously impair U.S. relations with Latin America; and second, I was concerned that such a limitation might seriously reduce the free flow of emigration to this country from Canada and Mexico.

In the Senate an annual limitation of 120,000 immigrants from the Western Hemisphere was placed in the bill after assurances from the President that he did not oppose the provision. Those assurances help to satisfy my first area of concern over this provision.

Nonetheless I remain disturbed by the possibility that the annual limitation on Western Hemisphere emigration to the United States may affect our relations with our only contiguous neighbors, Canada and Mexico. During fiscal year 1964, 139,284 persons, including spouses and children, emigrated from Western Hemisphere countries to the United States. Over half of these came from our immediate neighbors—38,074 from Canada and 32,967 from Mexico.

If the rate of Western Hemisphere emigration to the United States remains at this level, or as is more likely increases, and if the bill is administered on a first-come-first-serve basis, there is no assurance whatsoever that Canada and Mexico emigration to the United States will not be affected.

I am sympathetic to the proposition that if regional immigration quotas are assigned to the rest of the world, they should also be assigned to the Western Hemisphere, for there is no inherent difference between these nations and others. There is, however, one vital distinction between Canada and Mexico and all the other nations of the world. They are the only two countries which border directly on the United States—and in my opinion fully free and unlimited immigration between the United States and its immediate neighbors should be maintained.

Nine of my colleagues joined me in a statement on United States-Canadian relations last Monday which proposed that United States-Canadian immigration remain unlimited, except for the reasonable qualifications of financial responsibility and good moral character.

Mr. Speaker, because this is a bill from conference, and the House does not have the option of amending it, and because in balance it is a progressive step in U.S. immigration policy, I shall vote for the bill. But I hope that the Select Commission on Immigration from the Western Hemisphere, which this bill establishes, will give every serious consideration to recommendations to leave Canadian and Mexican emigration to the United States unlimited. The Select Commission must report to the Congress with its recommendations fully 6 months before the limitation on Western Hemisphere immi-

gration is scheduled to become effective in June of 1968. I have every confidence that the President, the President of the Senate, and the Speaker of the House of Representatives in making their appointments to the Select Commission will assure consideration of U.S. immigration policy toward Canada and Mexico, and that thereby we can rectify the shortcomings of this bill so as to preserve the closest and the most productive relations possible with our Canadian and Mexican neighbors.

Mr. McCULLOCH. Mr. Speaker, I yield back the remainder of my time.

Mr. CELLER. Mr. Speaker, I yield back the remainder of my time.

Mr. Speaker, I move the previous question on the conference report.

MOTION TO RECOMMIT OFFERED BY MR. GONZALEZ

Mr. GONZALEZ. Mr. Speaker, I offer a motion to recommit.

The SPEAKER pro tempore (Mr. ALBERT). The Clerk will report the motion.

The Clerk read as follows:

Mr. GONZALEZ moves to recommit the conference report on the bill (H.R. 2580) to the committee of conference with instructions to the managers on the part of the House to reject the Senate amendment placing a ceiling on immigration from the Western Hemisphere in the amount of 120,000 persons per annum.

Mr. GERALD R. FORD. Mr. Speaker, a parliamentary inquiry.

The SPEAKER pro tempore. The gentleman will state it.

Mr. GERALD R. FORD. Mr. Speaker, I raise the question whether the gentleman's motion is in order. The gentleman from New York moved the previous question on the conference report.

The SPEAKER pro tempore. After the previous question is ordered a motion to recommit is in order if the gentleman is opposed to the conference report, and no Member on the minority side seeks to offer such a motion. The gentleman is recognized on his motion.

Without objection, the previous question is ordered on the motion to recommit.

There was no objection.

The motion to recommit was rejected.

The SPEAKER pro tempore. The question is on the conference report.

Mr. GERALD R. FORD. Mr. Speaker, on that I ask for the yeas and nays.

The yeas and nays were ordered.

The question was taken; and there were—yeas 320, nays 69, not voting 42, as follows:

[Roll No. 341]

YEAS—320

Adair	Betts	Callaway
Adams	Bingham	Cameron
Addabbo	Blatnik	Carey
Albert	Boggs	Casey
Anderson,	Boland	Cederberg
Tenn.	Bolling	Celler
Andrews,	Bow	Chamberlain
N. Dak.	Brademas	Chelf
Annunzio	Bray	Clancy
Arends	Brock	Clark
Ashbrook	Brooks	Clausen,
Ashley	Broomfield	Don H.
Ayres	Brown, Calif.	Clawson, Del
Baldwin	Broyhill, N.C.	Cleveland
Bandstra	Broyhill, Va.	Clevenger
Barrett	Burke	Cohelan
Bates	Burton, Calif.	Collier
Battin	Byrne, Pa.	Conable
Belcher	Byrnes, Wis.	Conte
Bell	Cabell	Conyers
Bennett	Cahill	Corbett
Berry	Callan	Corman

Craley	Jacobs	Poff
Cramer	Jarman	Pool
Culver	Jennings	Powell
Cunningham	Joelson	Price
Curtin	Johnson, Calif.	Pucinski
Curtis	Johnson, Pa.	Quile
Dague	Jonas	Race
Daniels	Jones, Ala.	Redlin
Davis, Wis.	Karsten	Raid, Ill.
Delaney	Karth	Reid, N.Y.
Dent	Kastenmeier	Relfel
Denton	Kee	Reinecke
Derwinski	Keith	Resnick
Devine	Kelly	Reuss
Dickinson	Keogh	Rhodes, Ariz.
Dingell	King, Calif.	Rhodes, Pa.
Dole	King, N.Y.	Rodino
Donohue	King, Utah	Rogers, Colo.
Dulski	Kirwan	Rogers, Fla.
Dwyer	Kluczynski	Ronan
Dyal	Kornegay	Rooney, N.Y.
Edmondson	Krebs	Rooney, Pa.
Ellsworth	Kunkel	Rosenthal
Erlenborn	Laird	Rostenkowski
Evans, Colo.	Langen	Roudebush
Evins, Tenn.	Latta	Roush
Fallon	Leggett	Rumsfeld
Farbstein	Lipscomb	Ryan
Farnley	Long, Md.	St. Onge
Farnum	Love	Saylor
Fasell	McCarthy	Scheuer
Feighan	McClary	Schisler
Findley	McCulloch	Schmidhauser
Fino	McDade	Schneebeil
Flood	McDowell	Schweiker
Foley	McEwen	Senner
Ford, Gerald R.	McFall	Shibley
Ford,	McGrath	Shriver
William D.	McVicker	Siekles
Fraser	Maddonald	Siekles
Friedel	MacGregor	Sisk
Fulton, Pa.	Machen	Skubitz
Fulton, Tenn.	Mackay	Slack
Gallagher	Mackie	Smith, Calif.
Garmatz	Madden	Smith, Iowa
Glaimo	Mailliard	Smith, N.Y.
Gibbons	Martin, Mass.	Springer
Gilbert	Martin, Nebr.	Stafford
Gilligan	Mathias	Staggers
Grabowski	Matsunaga	Stalbaum
Gray	May	Stanton
Green, Oreg.	Meeds	Steed
Green, Pa.	Miller	Stratton
Greigg	Minish	Sullivan
Grider	Mink	Sweeney
Griffin	Minshall	Talcott
Griffiths	Moeller	Taylor
Grover	Monagan	Teague, Calif.
Gubser	Moore	Tenzer
Gurney	Moorhead	Thomson, Wis.
Hagen, Calif.	Morgan	Todd
Hall	Morrison	Trimble
Halleck	Morse	Tunney
Halpern	Morton	Tupper
Hamilton	Mosher	Udall
Hanley	Moss	Ullman
Hanna	Multer	Van Deerlin
Hansen, Idaho	Murphy, Ill.	Vanik
Hansen, Wash.	Murray	Vigorito
Harris	Nedzi	Vivian
Harsha	Nelsen	Watkins
Harvey, Ind.	O'Brien	Watts
Harvey, Mich.	O'Hara, Mich.	Weltner
Hathaway	O'Konski	Whalley
Hawkins	Olsen, Mont.	White, Idaho
Hays	Olson, Minn.	Widnall
Hechler	O'Neill, Mass.	Wilson,
Helstoski	Ottinger	Charles H.
Hicks	Patman	Wolff
Holland	Patten	Wright
Horton	Pelly	Wyatt
Howard	Pepper	Wyder
Hungate	Perkins	Yates
Huot	Philbin	Younger
Hutchinson	Pickle	Zablocki
Ichord	Pike	
Irwin	Pirnie	

NAYS—69

Abbitt	Edwards, Ala.	Landrum
Abernethy	Everett	Lennon
Andrews,	Fisher	McMillan
Glenn	Flynt	Mahon
Ashmore	Fountain	Marsh
Baring	Fuqua	Martin, Ala.
Beekworth	Gathings	Matthews
Bonner	Gettys	Mills
Buchanan	Gonzalez	Natcher
Burleson	Gross	Nix
Cooley	Haley	O'Neal, Ga.
Davis, Ga.	Hébert	Passman
de la Garza	Henderson	Poage
Dowdy	Herlong	Purcell
Downing	Hull	Quillen
Duncan, Tenn.	Jones, Mo.	Randall

Roberts	Teague, Tex.	White, Tex.
Rogers, Tex.	Tuck	Whitener
Satterfield	Tuten	Whitten
Secret	Utt	Williams
Selden	Waggonner	Willis
Smith, Va.	Walker, Miss.	Young
Stephens	Walker, N. Mex.	
Stubblefield	Watson	

NOT VOTING—42

Anderson, Ill.	Fogarty	O'Hara, Ill.
Andrews,	Frelinghuysen	Rivers, Alaska
George W.	Goodell	Rivers, S.C.
Aspinall	Hagan, Ga.	Robison
Bolton	Hansen, Iowa	Roncalio
Burton, Utah	Hardy	Roybal
Carter	Holifield	St Germain
Colmer	Hosmer	Scott
Daddario	Johnson, Okla.	Thomas
Dawson	Lindsay	Thompson, N.J.
Diggs	Long, La.	Thompson, Tex.
Dorn	Michel	Toll
Dow	Mize	Wilson, Bob
Duncan, Oreg.	Morris	
Edwards, Calif.	Murphy, N.Y.	

So the conference report was agreed to.

The Clerk announced the following pairs:

On this vote:

Mr. Toll for, with Mr. Scott against.
 Mr. Dow for, with Mr. Colmer against.
 Mr. Thompson of New Jersey for, with Mr. Long of Louisiana against.
 Mr. Daddario for, with Mr. Dorn against.
 Mr. Fogarty for, with Mr. Hagan of Georgia against.
 Mr. St Germain for, with Mr. Hardy against.
 Mr. Holifield for, with Mr. Morris against.
 Mr. Murphy of New York for, with Mr. Rivers of South Carolina against.
 Mr. Rivers of Alaska for, with Mr. George W. Andrews against.

Until further notice:

Mr. Roncalio with Mr. Goodell.
 Mr. O'Hara of Illinois with Mr. Anderson of Illinois.
 Mr. Aspinall with Mrs. Bolton.
 Mr. Hansen of Iowa with Mr. Robison.
 Mr. Thomas with Mr. Bob Wilson.
 Mr. Thompson of Texas with Mr. Carter.
 Mr. Dawson with Mr. Frelinghuysen.
 Mr. Diggs with Mr. Lindsay.
 Mr. Roybal with Mr. Hosmer.
 Mr. Edwards with Mr. Michel.
 Mr. Duncan of Oregon with Mr. Mize.
 Mr. Johnson of Oklahoma with Mr. Burton of Utah.

Mr. WHITE of Idaho changed his vote from "nay" to "yea."

The result of the vote was announced as above recorded.

A motion to reconsider was laid on the table.

GENERAL LEAVE

Mr. FEIGHAN. Mr. Speaker, I ask unanimous consent that all Members may have 5 legislative days in which to extend their remarks on the conference report.

The SPEAKER. Is there objection to the request of the gentleman from Ohio?

There was no objection.

GOVERNMENT EMPLOYEES SALARY COMPARABILITY ACT

Mr. MORRISON. Mr. Speaker, I move that the House resolve itself into the Committee of the Whole House on the State of the Union for the consideration of the bill (H.R. 10281) to adjust the rates of basic compensation of certain officers and employees in the Federal Government, to establish the Federal Salary

Review Commission, and for other purposes.

The SPEAKER. The question is on the motion offered by the gentleman from Louisiana.

The motion was agreed to.

IN THE COMMITTEE OF THE WHOLE

Accordingly, the House resolved itself into the Committee of the Whole House on the State of the Union for the consideration of the bill H.R. 10281, with Mr. DENT in the chair.

The Clerk read the title of the bill.

By unanimous consent, the first reading of the bill was dispensed with.

Mr. MORRISON. Mr. Chairman, I yield myself 5 minutes.

(Mr. MORRISON asked and was given permission to revise and extend his remarks.)

Mr. MORRISON. Mr. Chairman, I rise in support of H.R. 10281. This is an excellent bill that has been carefully thought out and developed through extensive hearings and executive consideration in the Post Office and Civil Service Committee. It was reported from our committee by a vote of 20 to 3.

Although I personally feel that increases substantially higher than the 4½-percent initial increase in the bill are fully justified by the record, the bill represents the best measure that could be worked out under the circumstances. I do want to commend the very fine diligence and spirit of cooperation in which all members of the Post Office and Civil Service Committee worked together to bring out a bill that can become law this year.

Mr. Chairman, one of the wisest and most foresighted policies ever adopted by the Congress is the principle of comparability between Federal and private enterprise salaries that was written into the statutes by Public Law 87-793. I fully subscribed to that principle, and to the many affirmations by the Congress and by the President that it must be implemented in order to serve the best interests of the Government and its employees.

While the 4½-percent general salary increase scheduled for October 1, 1965, under this bill will not achieve full comparability, it certainly is a step in the right direction. Present Federal salary rates are roughly comparable with those in private enterprise during the February-March period of 1964, so far as concerns the lower pay grades and levels. In the middle and upper grades and levels they compare with private enterprise rates in 1963 and 1962, respectively. Private enterprise levels rose approximately 3 percent more from February and March of 1964 to the same months in 1965. Therefore, at this particular time the lower salary grades and levels in the Government, as now in effect, lag at least 7 or more percent behind comparability with private enterprise levels which they are supposed to match according to Public Law 87-793.

I submit that it would be not only an injustice to the employees—a breach of trust—but also a contradiction of a firm policy adopted by the Congress were this legislation not to include at least the 4½-percent increase.

Aside from the matter of the general salary increases, perhaps the most important part of this bill is section 107, dealing with overtime and holiday pay for postal employees. Section 107 will revamp and modernize the outmoded and unfair treatment of overtime and holiday work that has been in effect, regrettably, for many years.

Many thousands of postal substitutes are called on officially to work heavy overtime schedules—often as much as 60 or 70 or 80 hours a week—at straight time pay. The record shows that literally millions of hours of this kind of overtime is worked each year. It is a shocking thing when we consider that the Federal Government—which should be the leader in enlightened pay policies—has permitted this situation to exist. It is almost unheard of for employees in private industry to work more than 8 hours a day or 40 hours a week or on Sundays without being paid at least time and one-half.

This sorry condition will be remedied by section 107 of our committee bill. All postal field service employees—including substitutes—will be guaranteed time and one-half pay for work officially ordered in excess of 8 hours a day or 40 hours a week. Regular employees will have Monday through Friday workweeks, with authority in the Postmaster General to schedule different workweeks when necessary to provide service, and any work they are called on to perform on Sundays will be overtime, for which they will be paid time and one-half.

This section also updates and clarifies holiday pay provisions for postal employees. Any employee officially ordered to work on one of the eight legal holidays will receive an extra day's pay—that is, double time—except that for work on Christmas Day a further half day's pay will be added, equaling double time and a half.

I should also like to invite the special attention of my colleagues to section 116 of the bill, on page 32. The effect is to increase from \$100 per year to \$150 per year the maximum authorized allowance to employees who are required to wear uniforms in the performance of their duties. The \$100 limit was enacted 11 years ago and I do not think there is any question but that costs of wearing apparel have skyrocketed, along with other living costs, in the meantime. I am confident that my colleagues—and, indeed, the general public—take pride in the clean-cut and well-turned-out appearance that is so typical of our postal letter carriers. This provision of H.R. 10281 is urgently needed to give these fine employees, and others who must wear uniforms, adequate provision for keeping their uniforms up to the fine high standards that are traditional with postal employees.

The bill extends the general salary increase to employees subject to the Classification Act of 1949; all postal field service employees; medical and nursing personnel in the Department of Medicine and Surgery of the Veterans' Administration; foreign service officers and employees; Agricultural Stabilization and Conservation County Committee

employees; congressional employees; judicial employees; and employees whose salaries are fixed by administrative action. These are the groups customarily and historically covered by general Federal salary legislation.

The bill also embodies the excellent administration recommendation for severance pay for employees involuntarily separated through no fault of their own. This consists of two elements. There will be a basic severance allowance of 1 week's pay for each year of service up to 10 and 2 weeks' pay for each year of service beyond 10. To this will be added a further "age adjustment" allowance of 10 percent of the total basic allowance for each year the employee was over 40 years of age when separated.

Mr. Chairman, this is an eminently fair, moderate, and reasonable bill and I urge all Members to vote for it.

Mr. CORBETT. Mr. Chairman, I yield 5 minutes to the gentleman from Alabama [Mr. BUCHANAN], a member of the committee.

(Mr. BUCHANAN asked and was given permission to revise and extend his remarks.)

Mr. BUCHANAN. Mr. Chairman, the issue before us today is simple and clear. It is whether or not we shall continue to maintain a double standard in our outlook toward those who are employed by the Federal Government in this country and those who are employed in private enterprise. I understand that the President of the United States does not approve this bill. Yet on May 12, 1965, as quoted in the report he said:

We do not have two standards of what makes a good employer in the United States: One standard for private enterprise and another for the Government. A double standard which puts the Government employee at a comparative disadvantage is shortsighted.

The fact is, Mr. Chairman, we do now have a double standard. Our Federal employees, while they have received generous raises in recent years are still well behind on average those employed by private industry. Nor is this all. While we require of private enterprise that there be no more than a 40-hour workweek for employees and that time and a half be paid for overtime work, we in Federal Government, and particularly in the Postal Service, work men 60 hours and more on straight time, and therefore, do not require of ourselves what we demand of others.

We are called upon today to match words with action, to enact into law provisions which will simply put on an equitable and equal footing those who are in the Federal employ. I, for one, believe in economy, but I believe it is false economy to give the laborer less than his hire. We seek to keep those who are employed in Federal Government on an equal footing, and not on a lesser footing economically, with those in private enterprise.

Mr. Chairman, members of this committee disagree on certain features of this bill. For example, I join with the others who feel that the congressional pay raise feature should be removed from this bill. But I believe that H.R. 10281 is a step toward living up to the

words which the President spoke on May 12, 1965, and translating those words into action. And more important than this, to many of us, it is a step toward keeping faith with the solemn commitments Congress itself has made to honor the principle of comparability. By its enactment we are simply doing right to the people to whom we have a specific and a very special responsibility and being right-minded and fairminded employers of those who are working in Government service.

Mr. MORRISON. Mr. Chairman, I yield such time as he may require to the gentleman from Arizona [Mr. UDALL].

(Mr. UDALL asked and was given permission to revise and extend his remarks.)

Mr. UDALL. Mr. Chairman, this is the 1965 Federal Salary Adjustment Act. In the cloakroom and in the corridors in the last few days I have had many colleagues ask me different questions: Just what is in this complicated 38-page bill? Why are we having another pay bill this year—we just had one last year? Is not this a bigger bill than the administration recommended? Why have you brought in such a bill? What is this business about a congressional pay raise tucked away somewhere in this bill? And why do we have a second phase 1966 pay raise for Federal employees in this bill?

All of these questions will be answered during the debate. I will start out by saying that this is a good bill. It is the product of extensive and careful hearings. It was supported in committee by a margin of 20 to 3 and such distinguished gentlemen as the gentleman from Pennsylvania, Mr. CORBETT, Mr. BUCHANAN, who just spoke, Mr. CUNNINGHAM, Mr. BROYHILL of North Carolina, Mr. OLSEN of Montana, Mr. DANIELS, Mr. MATSUNAGA, and others of the colleagues whom you respect, carefully considered all of the features of this legislation and agreed to support either in whole or in large part—some of them with a few reservations—the features of this bill.

Mr. Chairman, let me take just a moment or two to tell you what is in the bill. This bill has a 1965 pay raise effective October 1 of 4.5 percent across the board for all of the 1.7 million Federal employees in the major salary systems, and this includes legislative employees.

Mr. Chairman, I shall offer an amendment when we reach that stage of the consideration of the bill to reduce this across-the-board raise for this year from 4½ to 4 percent.

Mr. Chairman, there is a 1966 raise, October 1, 1966, provided for in the bill. This would be based upon a two-part formula. The formula would be the cost-of-living adjustment computed by the Bureau of Labor Statistics on the basis of comparability with private enterprise for 1 year.

In addition, at each level there would be one-half the amount by which Federal pay now lags behind comparable civilian pay.

Secondly, Mr. Chairman, there are a number of fringe benefits for the Classification Act people. They now receive no overtime for 40 hours of work. We would add to this overtime for more than

8 hours in a day. We have a provision to discourage departments from requiring classified employees to travel on their offday hours.

Mr. Chairman, there have been some very serious abuses where classified employees are required to travel on Saturdays and Sundays and for which they receive no pay.

Mr. Chairman, there are a number of important fringe benefits proposed in the bill for postal workers.

We have done away with some archaic and in some cases really outrageous features of the present postal law. There are Fair Labor Standards provisions now whereby a private employer cannot work people more than 40 hours a week without paying them overtime. If he fails, he can go to jail. Yet we had testimony that some postal workers were being worked as much as 60, 70, and 80 hours a week. Under the present law certain of these employees are paid no overtime. So, we take care of this and we bring Federal overtime standards up to those of enlightened private industry.

Mr. OLSEN of Montana. Mr. Chairman, will the gentleman yield at that point?

Mr. UDALL. I shall be glad to yield to the gentleman from Montana when I finish my statement.

Mr. Chairman, we make certain seniority adjustments. It is now possible for an employee with 15 years of service to be making less money than another employee in the same post office with 12 years' service. We have made some very necessary adjustments here.

We have also provided for relocation expenses and for the first time for the many postal employees who are seriously affected by conversion to this new ZIP code and sectional center system which the post office is now trying to establish. These people will receive the kind of pay that private enterprise gives to its employees when they have to rip up their families, sell their homes, and move to a new location.

Mr. Chairman, we believe this approach to be very sound and this part of the legislation was developed by the distinguished gentleman from Montana [Mr. OLSEN], a very able member of the committee.

Mr. OLSEN of Montana. Mr. Chairman, will the gentleman now yield?

Mr. UDALL. I am glad to yield to the gentleman from Montana.

Mr. OLSEN of Montana. As a matter of fact there are agencies in the Government that are provided with the authority to buy the home of the worker who is transferred, if he cannot otherwise sell it?

Mr. UDALL. Yes. This is not provided for in this bill, however.

Mr. OLSEN of Montana. And if the gentleman will yield further, it is not provided for in this bill but as I say, there are even greater benefits which are provided by some agencies?

Mr. UDALL. That is right.

Mr. OLSEN of Montana. And, especially, in private enterprise.

Mr. UDALL. That is right.

Mr. OLSEN of Montana. But we have not gone that far in this bill. We have not attempted to do that.

Mr. UDALL. The gentleman is correct. The administration came forward, and I commend it, and suggested that a new provision be added to the law that will be of great interest to many Members.

Mr. Chairman, private enterprise has for a long time had a system of severance pay. Under this feature of this bill, if a base is closed or if a Federal installation is closed, and comparable jobs are not found for the employees in other areas of the Federal service, the employee whose Federal service is terminated will receive a severance allowance. That allowance is composed of 1 week's pay for each year of basic service, up to 10 years, 2 weeks' pay for every year of service above 10 years. In addition, there is an age adjustment allowance so that an older worker who has extended service with the Federal Government will receive additional benefits.

Mr. Chairman, this we believe represents a very enlightened and sound proposal.

Another feature of the bill will give all Federal employees who are required to wear uniforms an increase in uniform allowance.

Mr. Chairman, 11 years ago the Congress authorized the sum of \$100 a year—up to that amount—for uniform allowance. This has been unchanged during this period of time. However, the cost of uniforms has gone up. In the bill we have a provision which would increase this allowance from \$100 to \$150.

We also, Mr. Chairman, have made another change in the bill.

Mr. OLSEN of Montana. Mr. Chairman, will the gentleman yield?

Mr. UDALL. I yield to the gentleman from Montana.

Mr. OLSEN of Montana. And in that event with reference to the payment for uniforms, the employee must submit vouchers to the effect that he did expand for uniforms a given amount of money in order to be reimbursed?

Mr. UDALL. Oh, yes. He is not handed the \$100. He simply comes in with the vouchers to show that he bought a jacket or a pair of pants or whatever is required and then he is reimbursed.

Mr. OLSEN of Montana. If the gentleman will yield further, with reference to the letter carriers in the northern climes where he has to expand greater sums than those employed in summer temperate areas, he will probably be reimbursed far less than the cost of his uniforms?

Mr. UDALL. This is true. This gives the system some flexibility. For instance, our carriers in Tucson, Ariz., do not use many snowshoes or heavy boots. But I am sure that those carriers employed in the congressional district which gentleman from Montana represents do, this represents an important item. As a result of this provision the Department will have a little more flexibility.

Mr. OLSEN of Montana. And so it is an attempt by the committee to bring some greater justice in looking after these employees who are required to wear uniforms?

Mr. UDALL. That is right.

Mr. Chairman, these are the main features of the bill. Because of the publicity we have had and the charges that will be made by some of our friends that we have gone far beyond what the administration desires in the field of pay this year, we propose to make certain changes.

Let me say that the Federal Government is the biggest employer in the world. We have five times as many civilian employees as General Motors. We find ourselves in this great committee caught between a number of difficult, conflicting interests that we are trying to respect and protect.

First, the Federal employees feel they are entitled to a fair, a decent, and comparable wage; second, the Government administrators who handle this great Government of ours are entitled to salary levels that will attract and keep good people who are responsible for providing national defense, postal service, and other things involved.

Third, we have an obligation to the taxpayers that they not be unfairly burdened with the cost of salaries that are unnecessary, that are too high.

So all of these pressing, three-way considerations, are in front of us. I know that the fixing of salaries in industry is an important and pressing problem where interest of stockholders, the employees, and the public must be balanced.

Your Committee on Post Office and Civil Service has this very heavy obligation of fixing salaries which balance these three competing interests. We think we have done a good job. The four salary systems that we are confronted with now call for an expenditure of about \$13.4 billion every year for salaries of Federal employees. Admittedly, we are not paying enough, and the main reason we have this bill here today, to answer the questions of some of my colleagues who have asked me "Why a pay bill this year?" the reason is Congress made a commitment in 1962. Previously we had haggles year in and year out, sometimes every year, sometimes not for several years, and we would argue about the cost of living, we would argue about what groups had pay raises in industry. We had a really disorderly system of fixing salaries. The administration came in in 1962 and said "Let us stop all of this, let us fix a standard for Federal pay." Congress fixed that standard, and that standard is that the Federal Government will pay on a comparable basis with what private industry pays.

The reason we are here today is that the Congress and the Federal Government have reneged on that pledge. The pledge was made in good faith, it was accepted by the employees. They have been patient. We have tried in our committee to work toward comparability. That is why we have the 1966 raise in the bill. We have committed ourselves. The administration, I am disappointed to say, this year said "we will have comparability, it is a great principle, and some day we will get to comparability, but not now."

The reason we have the 1966 phase in

here is we are going to use the cost-of-living index to keep us from slipping back, and to make some effort to keep this pledge that we made in 1962. Despite what you may hear today, or what you have read in the newspapers, if this bill is passed, and the 1965 increase goes into effect, and the 1966 increase goes into effect, there will not be even a single category of Federal employees who are comparable with the same work in private industry.

So this is the main reason why the passage of this bill is essential now—to keep the pledge we made and to honor the standard we agreed to honor on keeping Federal pay comparable.

I hear some Members behind the rail and some back in the cloakroom say, "You keep giving these postal workers a raise and they are overpaid—why can we not just forget this whole business?" I think Members who have served on our committee and who have listened to the testimony will have ready answers to that line of argument. Postal employees walk 10 miles a day and carry a 35-pound bag and have to memorize 900 pages of regulations and have to know 3,000 names and addresses. They have to be diplomats. They have to represent the FBI and the Fish and Game Service and other Federal agencies in getting information. They are honest, hardworking people.

Now the Bureau of Labor Statistics formerly made studies to determine what it takes for what they call a modest but adequate standard of living in U.S. major cities. I hope my friends will get these figures. Bringing these figures up to date to this year, the AFL-CIO found that if you have a family of four in major U.S. cities it requires \$6,400 to have a modest—and I am emphasizing modest because there are no luxuries involved here—it takes \$6,400 to have a modest but adequate standard of living—\$6,400 is the national average. The high figure is \$6,900 in the city of Seattle and the low figure is \$5,600 in Houston.

The present pay for the typical postal worker in these major cities is not the \$6,900 that it takes in Seattle nor the \$6,400 which is the U.S. average nor the \$5,600 that is necessary in Houston—the average pay now is about \$5,400. Under the administration proposal which we rejected, those postal workers would have received an increase in their pay of \$5 for every pay period—in other words, every two weeks they would get \$5 in take-home pay.

In blunt terms—and I hope my big city friends from Cincinnati, Chicago, and the other large cities will listen to this—in blunt terms this means that we are now providing letter carriers with pay which is inadequate for a modest but decent standard of living in these major cities. This is why we have gone slightly beyond the administration's recommendations and why we propose in 1966, if the House will approve this bill, to have a second phase that includes some catch-up feature.

The majority of the committee will offer a 4-percent amendment as I have indicated, down from 4½ percent. We have a few technical and perfecting

amendments. Beyond this, the majority of the committee is going to stand on the bill as written. I think with the cooperation of the Members, we can have a good and thorough debate here today and resolve the points at issue and dispose of the matter at a reasonable hour. For my part, speaking for the leaders of the committee, I think we will cooperate in this effort.

Mr. RUMSFELD. Mr. Chairman, will the gentleman yield?

Mr. UDALL. I yield to the gentleman from Illinois.

Mr. RUMSFELD. I appreciate the gentleman's very forceful remarks about this piece of legislation. The U.S. Government is the biggest employer in the world. It is equally true as you have said that the U.S. Government ought to pay decent and fair wages. But my problem is this. What may be a fair wage in one part of this country may not be, as you have pointed out, a fair wage in another part of the country. The 13th Congressional District of Illinois and the area around Chicago, as you mentioned in your remarks, is an area that has a very high cost of living.

There is no question, and I am deeply concerned about this, that the postal employees in our area do not make enough at the present time to have a reasonable standard of living. They just do not make enough money. The wages are inadequate. But to raise all postal employees wages to the level that would permit a fair standard of living for the people in my area would be wasteful and unreasonable with respect to areas of a lower cost of living. Conversely, to lower the postal employees wages all over the country to what is fair standard of living in some communities would be equally unfair.

What I am asking is this: Why has not your committee come before the Congress with a proposal that takes into account the clear, well known, and well publicized differences in the cost of living in the various portions of this country?

Mr. UDALL. When I first came to this committee, what the gentleman has stated was my first reaction. I thought it was foolish to have a national wage standard for Federal employees. But I discovered that when you get into the practical problems—and I shall not take the time to go into all of them now, but I should be glad to discuss them with the gentleman later—one finds that there are so many practical problems, that it is difficult. For example, who would fix the area? Would the cities be included? Would you include the suburbs? If you include the suburbs, how far out would you go? What would you do when 200 groups come in and say, "We are right across the street from the high-paid area. We are in the low-paid area. But we go to the same grocery store. You had better change the jurisdiction."

The practical problems of doing what is the commonsense thing, on the surface, are so great that I became convinced a long time ago that the wage board type of system which the gentle-

man is suggesting, with its dozens, if not hundreds, of different standards for Federal wages in different parts of the country, is not feasible. That is the answer.

Mr. RUMSFELD. Mr. Chairman, will the gentleman yield further?

Mr. UDALL. I yield.

Mr. RUMSFELD. It strikes me that what I suggest would be feasible for this reason: Corporations across this country are working with sliding scales along the line I have been describing. I am not a member of the gentleman's committee, and therefore I would not pretend to have the knowledge that the gentleman has on this subject, but is it not correct that what I am suggesting is every bit as reasonable and easy to attain as trying to determine the question of comparability? As the gentleman discussed comparability, it struck me that this concept has exactly the same problems that you are alleging exist with respect to the approach that I have suggested.

Mr. UDALL. No. Comparability is computed by the Bureau of Labor Statistics in a scientific manner. We have had no arguments presented on that question. We have had no employee organization complain about BLS. They do not argue about the basic method. They argue about the lag in time that it takes to make the computations. There is no argument there.

We cannot possibly resolve this question in the debate today. If the gentleman wishes to draft a bill to do what he suggests ought to be done, I shall take a look at it. But I believe that when he makes the first 200 attempts to draft a reasonable bill, he will do what I did—throw in the towel.

Mr. YOUNGER. Mr. Chairman, will the gentleman yield?

Mr. UDALL. I yield.

Mr. YOUNGER. Does not the Government fix the salaries of Government blue-collar workers by region?

Mr. UDALL. Oh, yes. That is a different problem. There you have a different standard.

Mr. YOUNGER. It is a different problem because it is treated in that way. This problem could be treated in the same way. You cannot fix comparability in New York, Atlanta, Louisiana, or somewhere else. Comparability cannot be fixed in that way.

Mr. UDALL. I tell the gentleman that on the surface his argument is logical, and I accept it. Certainly, a postal clerk's pay in one of the small towns in my district is an adequate salary, where it might not be an adequate salary in Brooklyn, Chicago, or Seattle. But we cannot resolve that question today. The bill before us does not deal with this subject. If the gentleman has some constructive ideas, I suggest that he get them together and draft a bill, and we will take a look at it.

Mr. YOUNGER. I have had a bill in for 8 years and your committee would not even look at it.

Mr. UDALL. I will promise the gentleman that I will take a look at it.

This is a matter of some interest and concern.

Mr. JONES of Missouri. Mr. Chairman, will the gentleman yield?

Mr. UDALL. I yield.

Mr. JONES of Missouri. A minute ago the gentleman made a statement about overtime. I believe he said that most of the overtime is being worked by substitute clerks in the small offices.

Mr. UDALL. Most of the overtime is worked by substitutes. That is correct.

Mr. JONES of Missouri. Has the gentleman received any complaints from the substitutes because they are being forced to work overtime?

Mr. UDALL. The organizations which represent—

Mr. JONES of Missouri. I am not speaking about the organizations which represent anyone. I am talking about individuals. Is the substitute not doing it because he desires to earn more money by working more hours?

Mr. UDALL. We have not had individuals before the committee. But I have dealt with men who have spent their lives in the postal service and who have come before our committee. I satisfied that the provisions of this bill have the support of the vast majority of the substitute postal workers.

Mr. JONES of Missouri. I do not believe the gentleman will get complaints from those substitutes. The people the gentleman has been talking about are probably union representatives of organized labor. Is that not a fact?

Mr. UDALL. These are employee organizations.

Mr. JONES of Missouri. I do not wish to take up too much of the gentleman's time. In reading through the report, I have found many misstatements of fact. I want to find out who is responsible. I should like to ask the gentleman if the following is a correct statement: "for not a single Federal salary has yet been brought to even a close approximation of full and current comparability with its opposite number in private enterprise."

Mr. UDALL. I tell the gentleman that I am the author of the bill before the House. I signed the committee report that the gentleman is reading from, and I stand by every word of it. The statement that the gentleman just read is true.

Mr. JONES of Missouri. Only a minute ago the gentleman was saying that in some of the small towns the postal employee might be the best paid person, or among the best paid people, in the community. I would go further and would say that in almost every town of less than 5,000, unless some special situation exists, the postal employee is the best paid man in the community, based on his education, his ability, and the work he does. Would the gentleman contradict that statement?

Mr. UDALL. No; I would not contradict the gentleman's statement in some respects. I have said that comparability has a national salary line. We have attempted to cover that.

I have commented about the suggestions made, that we have regional or local salary fixing in the Federal Establishment. In my judgment, this is not a feasible and practical thing to do now. Perhaps we can work it out someday. If the gentleman will help, perhaps we can.

Mr. JONES of Missouri. When the gentleman says "not a single Federal salary" I would say that is a misstatement of fact.

Mr. UDALL. The statement refers to the fact that the Bureau of Labor Statistics has made findings.

Mr. JONES of Missouri. It does not say that. It says "not a single Federal salary." That is talking about one man, not a single one.

Mr. UDALL. The point the gentleman does not recognize is that when I refer to comparability I am referring to the statistics of the Bureau of Labor Statistics, and the standard Federal salary lines of comparability are national lines.

I agree that in some areas comparability might be less or greater. Traditionally, for as long as I know of, the Congress has adopted a policy of national guidelines or national salary lines for Federal employees in the postal service. That is what I refer to when I say that not a single Federal employee is above the national standard of comparability.

Mr. JONES of Missouri. I see here that the statement is made:

Nor is any consideration whatever given to following the common practice of private industry of paying premium rates for work done on a Saturday.

Should that not be said to refer to labor-dominated private industry? Certainly we would not say it is not a common practice for employees in private industry to work on Saturday for the same rates they get on Monday, Tuesday, Wednesday, Thursday, and Friday.

Mr. UDALL. Of course the gentleman is correct, in saying that many, many do.

Mr. JONES of Missouri. Would the gentleman say a majority do?

Mr. UDALL. I would say that the vast majority of large employers—and we are a large employer—pay premium rates.

Mr. JONES of Missouri. As to union employers, I agree. There are more people who are nonunion than union. Therefore, I say this is another misstatement of fact in the report. I can go through it and point out many other things.

I believe this starts on a false premise. The further one goes from a false premise, the further one gets from the facts and the further one gets from what actually should be done.

Mr. UDALL. I am deeply disappointed. I had hoped and expected that the gentleman would support our bill, but I respect his right to differ with us on this occasion.

Mr. FULTON of Pennsylvania. Mr. Chairman, will the gentleman yield?

Mr. UDALL. I yield to the gentleman from Pennsylvania.

Mr. FULTON of Pennsylvania. We are speaking of comparability for postal workers and Federal employees as a general U.S. national level. I believe the statement of the committee is correct,

and I am glad the gentleman from Arizona [Mr. UDALL] is protecting and defending the statement. This bill will not bring up Federal and postal employees to the general national level of comparability. That is correct; is it not?

Mr. UDALL. That is correct.

Mr. FULTON of Pennsylvania. Second, we are all interested in having the U.S. Government career service be a real career service. I see nothing wrong with the U.S. Government career service being a good service. Rather, I compliment the committee and recommend we in Congress make the effort to reach the point where U.S. Government employees will be fully respected as members of a career service, such as exists in Britain. Government employment can and should be a fine service. I want Government service to be highly desirable, and I certainly want full comparability with similar jobs in private industry.

I disagree with the gentleman from Missouri on the use as examples of his specific instances he quotes, as they are not the general rule in the U.S. economy. I believe we in Congress have to set the adequate standards for the country on a national basis.

Mr. UDALL. I thank the gentleman. He has been a real friend and very diligent in support of our committee in meeting the needs of Federal employees. I thank him for his contribution.

(Mr. FULTON of Pennsylvania asked and was given permission to revise and extend his remarks.)

Mr. CORBETT. Mr. Chairman, I yield 5 minutes to the gentleman from Nebraska [Mr. CUNNINGHAM], a member of the committee.

Mr. CUNNINGHAM. Mr. Chairman, and Members of the Committee, first of all, I want to compliment the gentleman from Arizona [Mr. UDALL]. In all of the 9 years I have been on this committee, I have never known a man who understands the problems of the Federal employees and has done so much to meet those problems as the gentleman has in this particular bill. In years past I can recall some haphazard types of bills that we have brought before the House. They have passed, but they had inequities in them. I can now say that this is the most worked over bill, the most perfected bill, I have seen in all of the years I have been on this committee. This is due to the work of the gentleman from Arizona, the author, and Mr. MORRISON, Mr. OLSEN, Mr. BROYHILL, Mr. CORBETT, myself, I hope and many others. We are taking care of many inequities here that have existed and which have never before this time been met head on. So, Mr. Chairman, I say that this committee did work long and it worked hard to bring you this piece of legislation. Therefore I support this bill. It is a good bill. I do not know how it could be improved.

As has been stated, in one of our previous bills, we had a provision which called for comparability. That was in 1962, and it is now a matter of policy that Federal salaries should be comparable to private industry salaries. We have

had some trouble implementing that policy, but in this bill with the increase this year and the automatic increase next year we feel we will narrow that gap or hopefully we can eliminate the gap between what Federal employees receive and what is received in private industry.

I might say for the first time we have gone into this very complex problem of overtime. This is really a major part of this bill. Overtime provisions are long overdue, and I certainly hope that this body will realize the inequities that have existed and will vote for this bill so as to eliminate those inequities.

Mr. Chairman, I might say frankly that there is somewhat of an embarrassing matter in this bill having to do with the salaries of Members of Congress. I will say that the gentleman from Arizona has championed the formula that is in this bill. It is about the only way that has ever been developed where we will not go through the old procedure of providing a salary increase for ourselves, which is an embarrassment. It does have some political implications, and I am sorry to say that if there is an amendment to strike it out, I will have to give in and vote for such an amendment. Other than that this is an excellent bill. I do believe that the second raise provided for next year, the automatic increase, is most important. There has been some opposition to this from the administration. I would say that unless we keep it in this bill, next year being an election year, we will be faced with a much more difficult situation in this regard. So I hope that the bill remains intact. I understand that the gentleman from Arizona will make a slight concession and drop the increase for this year from 4½ to 4 percent. Other than that and the Congressman pay formula I do hope that this House will overwhelmingly approve this legislation, because it is good legislation.

Mr. MORRISON. Mr. Chairman, I yield 3 minutes to the gentleman from New York [Mr. DULSKI].

(Mr. DULSKI asked and was given permission to revise and extend his remarks.)

Mr. DULSKI. Mr. Chairman, I join my colleagues in congratulating our committee chairman, the gentleman from Tennessee, TOM MURRAY, and the gentleman from Arizona [Mr. UDALL] for his effective and able leadership in bringing the pay bill to the House floor here today.

I believe this is a good bill. Some members on the committee wanted to provide greater benefits than provided in this bill, particularly for our underpaid postal employees.

We provide a 4-percent increase in compensation; severance pay when employees are separated from the service through no fault of their own. Of major significance are the new provisions for overtime pay for postal employees. How can anyone possibly justify the current practice of working thousands of substitute postal employees 50 and 60 hours a week, week after week at straight time hourly rates with no overtime compensation?

The new salary rates under this bill still will not reach rates of comparability

with private industry. Everyone, the administration, employee organizations, and most Members of Congress all agree with this principle of comparability, but we still have not attained it. All we can do is hope.

Mr. Chairman, I am convinced the increased uniform allowance under section 116 is urgently needed as are the provisions under section 108 for relocation allowances when postal employees are required to move to a new city. This provision is most urgently needed now because of the closing of gateway railroad terminals in connection with establishment of the sectional center system.

Mr. Chairman, this is a good bill and I believe one of the best we can enact this year. I urge that favorable consideration be given here today.

Mr. CORBETT. Mr. Chairman, I yield 5 minutes to the distinguished gentleman from Virginia [Mr. BROYHILL], a former member of the committee.

Mr. BROYHILL of Virginia. Mr. Chairman, I rise in support of this legislation and would like to add my compliments and commendation to the members of the Committee on Post Office and Civil Service, and particularly to the gentleman from Arizona [Mr. UDALL], who was the chairman of the subcommittee which handled the bill. Having served as a member of the Committee on Post Office and Civil Service for some years I think I can attest to the fact that it is a difficult task to legislate on Federal employee pay increases. It is not a simple matter of determining what percentage of increase we would like to give. It is not a matter of determining how much it will cost or how much we can afford to pay them. It is far more difficult and far more technical than that.

Here we are dealing with 2½ million jobs, 2½ million people, in many different areas of work and many different pay schedules which have to be considered.

Of course, there are several different levels and grades and the committee has to work out the relationship between those various jobs, those schedules, and those grades. It requires very close cooperation and coordination with the Civil Service Commission, and with other agencies in the executive branch. It requires coordination and cooperation with the employees themselves, consultation with them, and particularly the employee organizations.

Right here and now I should like to pay tribute to the many Federal employees, and especially postal employee organizations for the great contribution they have made over the period of years not only to the political effort of getting these bills through but also the way in which those bills should be equitably written. The committee also has the problem of competing with private industry.

Mr. Chairman, most certainly here in the Federal Government we want to attract and keep the best type of employee. This, Mr. Chairman, brings up the principal reason why this type of legislation is so vital and so important. Here we are conducting the largest organization

in the world, a big business, spending in excess of \$100 billion a year. As a result thereof we have to have approximately, as I said before, 2.5 million civilian employees to help us conduct this business. The Congress sits here as a board of directors. Most certainly in any big business—big or small for that matter—the board of directors is interested in good personnel management. That should be their principal concern.

Mr. Chairman, as members of this board we should be concerned about having the proper number of employees, no more than we need and certainly no less than we need, we should be concerned with job allocation and job supervision. More importantly, Mr. Chairman, than anything else we certainly must make certain that we are competitive in the salaries and wages which we pay these people upon whom we depend to conduct this business for us.

Mr. Chairman, in the past and possibly in this case, as well, there have been objections to the legislation because of the cost involved. I have said many times before in debate on similar bills that we cannot economize by cutting the salaries or refuse to proceed to properly increase the salaries of our Federal employees.

Oh, Mr. Chairman, we can argue about the distribution of these increases. This is what makes such a bill so difficult to write and so highly technical. We can disagree as to the number of employees and their assignment of work. We must not ignore the fact, however, that the only way we can properly compete with private industry and maintain efficiency in our Federal service is to pay at least comparable wages for comparable work.

Mr. Chairman, it would be far more costly in the long run to refuse to grant the increase in the cost of living and to make the salaries and wages of our employees competitive with that of private industry.

Mr. Chairman, we have heard these objections voiced in the past. If we had listened to those objections of the past and refused to grant the proper increases from time to time, we certainly would have had chaos in the management of our Federal personnel system and not have as high a quality of Federal employees as we have today.

Mr. Chairman, the way to economize in the Federal employee pay area and the only way that you can economize, is to reduce the program of services to the public generally or do not enact new programs. However, once we embark upon a program and enact it into law, we have got to make sure that we pay our employees what their counterparts receive in private industry based upon the general requirement of the work to be performed and the skills involved. We will find in the long run it will be a profitable investment.

Mr. OLSEN of Montana. Mr. Chairman, I yield myself such time as I may consume.

(Mr. OLSEN of Montana asked and was given permission to revise and extend his remarks.)

Mr. OLSEN of Montana. Mr. Chairman and gentlemen of the Committee, I wish to join others in commending our

colleague, the gentleman from Arizona [Mr. UDALL], on an excellent statement in support of this bill.

Mr. Chairman, in order to conserve time I want to subscribe to all of the remarks made by the gentleman from Arizona. I do not believe I could add at all to that statement or to the statement which was made by the gentleman from New York [Mr. DULSKI]. I subscribe to their statements in full, as I do to the statements of the gentleman from Nebraska [Mr. CUNNINGHAM], and the gentleman from Virginia [Mr. BROYHILL].

Mr. Chairman, this bill is the best that we could do under these particular circumstances, though the increase should have been greater.

Now, bear with me just one moment and I want to tell you that 25 years ago the average steelworker in America earned \$1,300 annually, while the average letter carrier 25 years ago earned \$2,100 annually. Now we are 25 years later and the same letter carrier carrying the same 35-pound sack of mail is earning about \$6,000 per year with that 25 years of service, and the average steelworker is making \$8,320 a year. So the letter carrier has not only been passed up, but he has been passed up to the extent of \$2,300 a year. Or, another way of saying it, he is about \$3,100 behind the job that he had 25 years ago.

We cite the letter carrier because he is quoted as the standard here in that he starts at PSF-4, and goes up into the postal field service 4 and 5. Other Federal workers in some degree remain comparable to the letter carrier.

Once again, this letter carrier with 25 years' experience finds himself \$2,300 behind the steelworker, when 25 years ago he was \$800 ahead of the average steelworker.

Under the 5-minute rule, I will present you with some comparable salaries, when we get to that part of the bill, and the amendment stage.

Mr. GROSS. Mr. Chairman, I yield myself 5 minutes.

(Mr. GROSS asked and was given permission to revise and extend his remarks.)

Mr. GROSS. Mr. Chairman, I rise in opposition to this legislation in its present form, the so-called Government Employees Salary Comparability Act. This bill is comparable to what? The price tag on it is scarcely comparable to any pay bill I have ever seen brought before us.

It has been said many times that there is nothing so easy as spending public money, for it appears to belong to no one. Certainly in the case of this legislation there has been failure to act with a sense of responsibility to the taxpayers—the people who are going to foot the bill, and this is especially true in that provision of the bill which provides automatic pay increases for Members of Congress, executives, and members of the judiciary.

With respect to comparability, I wonder what formula was used in the proposed increase in the bill for the majority and minority leaders of the House? Both, under the terms of this bill, are to be increased \$5,000 a year.

I wonder what hearings were held by the subcommittee that produced justification for the increased pay in this bill for the majority and minority leaders?

Mr. UDALL. Mr. Chairman, will the gentleman yield?

Mr. GROSS. I yield to the gentleman from Arizona.

Mr. UDALL. The minority leader, I do not care whether it is the gentleman from Michigan [Mr. GERALD R. FORD] or the gentleman from Massachusetts the great JOE MARTIN or the gentleman from Indiana [Mr. HALLECK] has almost as much responsibility as the Speaker of the House of Representatives. He is the spokesman for the minority party, he has heavy responsibilities and heavy duties, as well as heavy expenses. It has long seemed to me that he ought to be comparable to the Speaker, although he is not wholly comparable to the Speaker. The Speaker is increased by \$12,500 a year more than the other Members of the House because he has national and international responsibility, and it seems to me only fair that the minority leader should have some comparability.

Mr. GROSS. Is that as close as you can come to explaining comparability? If that is the explanation, it is what the gentleman from Arizona thinks they ought to have by way of an increase.

Mr. UDALL. It satisfied me. I suspect it would not satisfy the gentleman from Iowa.

Mr. OLSEN of Montana. Mr. Chairman, will the gentleman yield?

Mr. GROSS. I yield to the gentleman.

Mr. OLSEN of Montana. There are some figures that have come into the hearings in previous years, but we did not put them in this year. Those are the figures of the salaries of some of the officers of corporations of America. For instance, International Harvester, the president of that corporation gets \$124,000. The president of Martin-Marietta gets \$150,000.

Mr. GROSS. All right now, if you want to use figures from private industry and if you want to read the list of bonuses and stock holdings of these individuals, and all that sort of thing, I suggest that you yield me a little of your time in order to do it. But if you are going to quote corporation salaries as a basis of comparability—why did you stop at a \$5,000 increase for the minority and the majority leaders of the House?

Mr. OLSEN of Montana. Because in the higher brackets it has been the agreement of the committee that we cannot possibly compete with private industry.

Mr. GROSS. Well that is just what I am trying to get across.

Mr. OLSEN of Montana. But we did do as well as we think we can.

Mr. GROSS. Oh, I see.

Mr. OLSEN of Montana. We are doing as well as we can in paying these people who are leaders in the House something more than the rest of the Members because of the added responsibilities that they have.

Mr. GROSS. But by your standard of comparability or the standard that you started out to use here is this as close as you can come? This is in the

nature of kidding us a little bit about comparability; is it not?

Mr. OLSEN of Montana. No, no, no. You know I would not try to kid you.

Mr. GROSS. Not much you would not—not much.

Mr. UDALL. Mr. Chairman, will the gentleman yield?

Mr. GROSS. I yield to the gentleman.

Mr. UDALL. Let me give you another standard—not from private enterprise but from Government. Does the gentleman from Iowa think that the majority leader of the House of Representatives or the majority leader of the other body or the minority leaders in both bodies are less important and have less burdensome duties than the members of the President's Cabinet?

Mr. GROSS. Well, unfortunately, I am not able to gage very well the importance of the Cabinet members—I do not see them very often.

Mr. UDALL. How about the Supreme Court?

The CHAIRMAN. The time of the gentleman has expired.

Mr. GROSS. Mr. Chairman, will the gentleman from Pennsylvania yield me 5 more minutes?

Mr. CORBETT. I yield the gentleman 5 additional minutes.

Mr. GROSS. I do not know what the occasion is for any speed in debating this because I have not heard of any \$100-a-plate dinner in connection with this pay increase bill, that is, I have not heard that this pay increase bill is to be followed by a \$100-a-plate dinner for a Member of Congress as previously occurred.

We are asked to approve two salary increases, the cost of only one of which can be accurately estimated. The first phase includes a 4½-percent increase in salaries for all Federal workers plus the initiation of certain additional fringe benefits at a cost of \$621 million. The bill then provides for a second blank check increase to take effect automatically 12 months hence. That salary increase is to be pegged to so-called comparability surveys and while the cost can be guessed at there is no assurance whatever that it will be within the bounds of what the proponents claim.

Therefore, the best we have to go on is the "guestimate" that this legislation, once both phases of salary adjustment are in effect and the fringe benefits met, will have an annual cost of \$1.6 billion. President Johnson described this cost as "disastrous."

If my colleagues will examine some of the cost figures included in the report on this legislation they will find the fattest part of the fringe benefits cost in the overtime provisions. This bill grants overtime benefits never before approached by any Government salary increase at an annual cost of some \$141 million.

Last year Congress gave itself a \$7,500 pay raise. Now, 1 year later, it proposes, this time by subterfuge, another raise. The estimates are that this raise will approximate \$3,000 to \$5,000 by the time of the effective date, which is the beginning of the 90th Congress. Thus, in effect,

the vast majority of Representatives will have granted themselves a raise, in the period of 2 years, which will be somewhere between \$10,500 and \$12,500. This, I submit, is the height of self-esteem and self-adulation.

Mr. LATTA. Mr. Chairman, will the gentleman yield?

Mr. GROSS. I yield to the gentleman.

Mr. LATTA. I understand an amendment is to be offered to delete this. Is that the gentleman's understanding?

Mr. GROSS. I have no way of knowing what will be offered to this bill.

Mr. LATTA. I will not and I cannot support the bill unless such an amendment to delete this is adopted.

Mr. GROSS. It is reported that the gentleman from Arizona [Mr. UDALL] will offer an amendment to cut the increase to Federal employees to 4 percent.

I do not know what change has been made since this bill was reported out of committee 2 months ago. I did not know there had been change in the comparability formula. So I do not know what is going to be offered to this bill by way of amendments. I regret that I cannot answer the gentleman's question.

Only yesterday the gentleman from Arizona said, in dealing with the Sisk amendment, that before the sun went down yesterday evening we ought to write the formula for a District of Columbia home rule bill. He said we should not treat that matter on the basis of some time in the future, that we should be specific now.

Today the gentleman is asking you to approve a formula to increase the salaries of Members of Congress based upon no one knows what a year from now. It would be based upon the 4½ percent now, in the bill, plus something that occurs next year. And he had not the slightest idea of what the increase will be next year. One day the gentleman says, "Write the legislative ticket now. Do not fool around." Today he says, "Mañana—tomorrow, next week, a year from now we will write the ticket on congressional salaries, but we are going to make it automatic here today that there will be an increase."

Mr. MORRISON. Mr. Chairman, I yield 5 minutes to the gentleman from New Jersey [Mr. DANIELS].

(Mr. DANIELS asked and was given permission to revise and extend his remarks.)

Mr. DANIELS. Mr. Chairman, I rise in support of our Post Office and Civil Service Committee bill, H.R. 10281. All things considered, this is an excellent bill and justifies overwhelming approval by the House of Representatives, and I commend the chairman of the Subcommittee on Compensation, the gentleman from Arizona [MORRIS UDALL], for his leadership.

I should like to direct the Members' attention especially to section 107 of the bill, entitled "Postal service overtime and holiday compensation." This certainly is one of the two or three most important reforms accomplished by H.R. 10281. Although in some respects it does not go as far as many of our committee members recommended, it nevertheless accom-

plishes a long-overdue and urgently needed modernization of overtime and holiday pay practices for postal employees.

First of all, it should be noted that the Postmaster General has officially recommended legislation looking toward this purpose, and his efforts are most commendable. However, the official administration proposal does not go all of the way to the heart of the problems. Section 107 of our committee bill will complete several important changes not included in the Postmaster General's recommendation.

I do not believe there can be any serious quarrel with the proposition that postal employees should receive time and one-half pay in cash when they are required to work more than 8 hours in a day or 40 hours in a week. This has been the general practice in private industry since early in the 20th century.

Even within the Federal Government itself—indeed, within the postal service—there is no uniformity of treatment of employees' overtime. Regular annual rate postal employees are paid premium compensation when called on to work more than 8 hours in a day or on days not within their regularly scheduled 40-hour workweeks. But the unfortunate postal substitute has struggled along without any provision for extra pay for overtime work. He can be called on to work 60 or 70 or 80 hours a week, including as much as 10 or 12 hours in one or more days, and is paid only at straight-time rates. This is a sorry situation that cries out for correction. The answer is found in section 107 of H.R. 10281. Nothing less will suffice if we are to do common justice to the thousands of substitute employees whose experience, abilities, and dedication are so needed by our postal service.

Another highly desirable improvement which will be brought about by this section is the designation of Sunday as an overtime work day. Again, it is the almost universal practice in private enterprise to exclude Sundays (and often Saturdays as well) from the workweek. Sunday work will be made an overtime day, compensated at time and one-half, by this legislation.

To touch briefly on the holiday pay provisions of section 107, they, too, are in line with moderate yet realistic private enterprise practices. There can be no serious challenge to the propriety of these provisions under which postal employees who work on any of the 8 legal holidays will receive an extra day's pay in addition to their regular day's pay—except for Christmas work, when a further half day's pay will be added. Double time for holidays is part and parcel of the economic fabric that has made this Nation great.

And so, I most earnestly and sincerely urge that the overtime and holiday pay provisions for postal employees embodied in section 107 of H.R. 10281 be approved and that any amendments to weaken these provisions or reduce their benefits be voted down.

Mr. CUNNINGHAM. Mr. Chairman, will the gentleman yield?

Mr. DANIELS. I yield to the gentleman from Nebraska.

Mr. CUNNINGHAM. Would the gentleman agree with me that this is one of the most important improvements to be made in the Federal employees' salary schedules we have ever undertaken?

Mr. DANIELS. The gentleman is absolutely correct. It is one of the needed reforms which we endeavor to take care of by this bill.

Mr. CUNNINGHAM. I thank the gentleman.

Mr. JOELSON. Mr. Chairman, will the gentleman yield?

Mr. DANIELS. I yield to the gentleman from New Jersey.

Mr. JOELSON. I congratulate the gentleman for a fine statement. I know he has done a great deal of work on this bill.

I rise in support of the legislation.

Mr. Chairman, I think it is high time we recognized the right of Federal employees to conditions comparable to those existing for workers in private industry. In so stating, I do not limit myself to the subject of wages.

With regard to fringe benefits such as overtime pay, holidays, and retirement, the people who work for our Government must not be treated as stepchildren.

I have always been pleased to support the principle of fair play for our postal workers and other Federal employees, and my vote on the pending bill will certainly follow the same pattern.

(Mr. JOELSON asked and was given permission to revise and extend his remarks.)

Mr. CORBETT. Mr. Chairman, I yield 10 minutes to the gentleman from Illinois [Mr. DERWINSKI], a member of the committee.

(Mr. DERWINSKI asked and was given permission to revise and extend his remarks.)

Mr. DERWINSKI. Mr. Chairman, almost without fail every Member who has spoken on this bill has devoted at least a moment of time to commend the gentleman from Arizona [Mr. UDALL] for his handling of the bill, so I wish to join in commending the gentleman from Arizona [Mr. UDALL], even though I do not agree with the bill he produced.

I do want the Members to know that he has worked harder in committee than any other Member, that he does more homework than any other Member, and I believe he deserves to be recognized as the most knowledgeable Member of the House on the subject of pay legislation, even though the result he produces may not be as satisfactory as I would like it to be.

Since I am addressing myself to the gentleman from Arizona, may I point out to him that 7 years ago, when I was a freshman in the House, his distinguished brother, who is now serving as our Secretary of the Interior, provided one of the great thrills of congressional debating history. That was at a time when Representative Stewart Udall from Arizona was participating in the debate on the Landrum-Griffin bill.

You may recall that at the time the good people of the country wanted labor reform and, for political reasons, some Members did not want labor reform. Representative Stewart Udall came in with a substitute to labor reform. I re-

member that he took his position here in the well of the House and in very dramatic fashion he raised his hand and said, "I carry into battle the banner of Speaker Sam Rayburn. I am carrying into battle the Speaker's bill."

Unfortunately for then Speaker Rayburn and then Representative Udall, he was defeated.

I feel that I am in the same position, because I am carrying into battle this afternoon the banner of Lyndon Johnson—and I face defeat.

Mr. UDALL. Mr. Chairman, will the distinguished floor leader for the Johnson administration on this bill yield to me?

Mr. DERWINSKI. If you give me that title, does that mean I get the pay raise that the majority leader will be receiving?

Mr. UDALL. No, but the gentleman might have the title of rubberstamp, which some of us on this side have had for some time. I just wanted to congratulate him for carrying the banner of the Johnson administration. It is most commendable and something he has always done. He has never let the President down when he was needed.

Mr. DERWINSKI. Lest I be misunderstood may I point out my support of the Johnson administration is temporary. May I first, however, turn to my good friends on the Republican side and point out that as you know I have been quite a critic of this administration. I make it a point to call it power mad politically and point out the diabolic political motivation in most of their plans and in the different schemes I see forthcoming. However, when the administration is right they deserve support. In this case this afternoon the proposals advanced by the executive branch on the salary increases I believe are correct.

In turn I would like to point out to my good friends on the majority side that the President has shown his interest in proper management of Federal personnel. You cannot say by any stretch of the imagination that this administration is not mindful of the Federal civilian personnel. I think and I hope that allowing for the temporary lapse which we had yesterday when I understand some of the President's Members let him down, I would imagine that you would loyally support me as I present the position of the President. At least this is my hope. I am afraid, as I say, that I am going to be disappointed, but in this regard at least I am hopeful.

Mr. PEPPER. Mr. Chairman, will the gentleman yield?

Mr. DERWINSKI. Yes. I yield.

Mr. PEPPER. When the able gentleman said that his support of the President was temporary, did he mean through 1972?

Mr. DERWINSKI. No. I meant only this afternoon. As a matter of fact, this is the real key of this legislative situation. I had hoped there would be a major effort made by the administration and more especially by the Post Office Department to have the House approve their basic recommendations. Of course, we all know that the Post Office Department has a problem at the moment. The Postmaster General, Mr. Grounoski, as

we know, is being exiled to Warsaw. The new Postmaster General has not accepted his responsibilities as yet. As a result, the Department is not fighting for its very meritorious position. So I stand alone. However, I would like to point out that last week, after I announced that I would carry the administration's banner into battle, the following morning I opened up my mail and there was an invitation to the White House. Of course, I was pleased at the instant recognition by the President of my support for his position. I have since discovered that every Member received the same invitation, so even socially I have not been able to get effective Presidential support. I do want to emphasize, and I refer you to the minority views which the gentleman from North Carolina [Mr. BROYHILL] and the gentleman from Iowa, and I worked on, we thought we wrote a very devastating minority report. In fact, we thought it was devastating enough to have kept this bill bottled up in committee, but that did not develop, either. If you really want to know the truth about the bill, study that minority report again. It will be an hour before we vote. If you will remember that the poor President is preoccupied about Vietnam and beset with all sorts of other problems and is not really able to give the personal attention to this controversial pay bill, then, perhaps you will support some of my amendments. Incidentally, may I state when the gentleman from Arizona will introduce his amendment to reduce the salary increase figures from 4½ percent to 4 percent, at that point I will have a substitute to lower the figures to 3 percent, which is the recommendation of the executive branch of the Government. At that point I hope we can score a great victory for President Johnson.

Mr. MORRISON. Mr. Chairman, I yield 2 minutes to the gentleman from Texas [Mr. POOL].

Mr. POOL. Mr. Chairman, the American people are not dumb. They know that good men deserve good pay. They know that it is false economy to skimp in such a matter. They know that you have to pay decent salaries to get a decent product. The same thing applies to the Government. If you are going to get good men you are going to have to pay decent salaries.

This committee heard witnesses from various industries who reported the salaries that are received there. We examined the Government payrolls and we were found wanting. We are not comparable to industry. This bill will not quite make us comparable, but it is a step in that direction, and I certainly think this committee has done a fine job. Members of Congress realize how much hard work has been put into this matter.

I think one of the opponents to the bill awhile ago said something about congressional pay and the question was whether that provision will be taken out or not. I should like to say this. I came up here last year as a freshman Congressman and the first thing that faced me was a vote on a pay raise for Congressmen. Everybody said, "If you

vote for that you will not come back, you will just be a one-term Congressman."

Mr. Chairman, let me be frank with you. I did not think I could hardly get by with the pay of \$22,500 a year, but I was not going to give up the job because I liked it. I voted for the pay raise and when I got back home the first thing that happened was that I had five opponents and every one of them hollered, "This man goes up to Washington and the first thing he does is to vote himself a pay raise. Is that the kind of a man you want in Washington?"

They asked me to explain it. I got on television, and this is all I had to say. I just left it with the people of Texas whether I should come back here or not. I told them that the answer I gave them was that I just thought I was worth it.

Mr. CORBETT. Mr. Chairman, I yield 5 minutes to the gentleman from North Carolina [Mr. BROYHILL], a member of the committee.

(Mr. BROYHILL of North Carolina asked and was given permission to revise and extend his remarks.)

Mr. BROYHILL of North Carolina. Mr. Chairman, I thank the gentleman for yielding me this time.

Mr. Chairman, this bill we are discussing today—H.R. 10281—is a highly complicated package containing far-reaching provisions regarding pay, fringe benefits, and other proposals for the benefit of all civilian Federal workers.

I subscribe to the general policy that Federal workers should be treated fairly in terms of pay and conditions of work. The principle of comparability is sound. As a national policy, this principle must be constantly reviewed and updated in order that it be properly implemented. The Committee on Post Office and Civil Service should constantly work and strive to see that this policy is maintained.

There are two things that cannot be overlooked in any action taken to implement the comparability principle. One is the public interest and the second is the continuing responsibility of the Committee on Post Office and Civil Service.

There are some employees under civil service who refer to bills of this kind as "their pay bill." Statements of this kind do not fully state the case and also statements of this kind are in the minority. This bill is not just for the Federal workers. Their interest is not the only interest involved here.

There is also a public interest. When considering this interest, we in the Congress must realistically face the question of the effect this legislation will have on the Federal budget. It is estimated that this legislation will add over \$1.6 billion to the Federal budgetary requirements. This is an estimate only, because the actual amount of the second stage pay increase cannot be determined or pinpointed at this time.

Other questions which affect the public interest are what effect this bill will have on future mail service? What will be the future deficit of the Post Office Department? That deficit for 1965 was running at the rate of \$783 million, and \$730 million for 1966. This bill could

add over \$500 million annually to the cost of operating the Post Office Department. With these rising costs, what will happen to future mail service? Will postal workers' jobs be adversely affected because of these rising deficits? Also, what effect will this rising deficit have on future postal rates? Will postal patrons have to pay more for their stamps?

Now, what about the continuing responsibility of the committee to oversee the implementation of the comparability principle?

There are two features to this bill which would abdicate the responsibility of the committee and of the Congress. One is the automatic pay increase for Federal workers to go into effect in 1966. We are saying with this legislative language that the Congress will keep hands off, wash its hands of any responsibility for any increases in salaries for next year. Also under the formula in the bill, no estimates are available as to what increases will actually be made. The committee report gives only vague estimates. It could very well be that many workers could be treated unfairly by turning this responsibility over to a Federal agency outside of the Congress. I believe strongly that we should retain congressional control over any pay adjustments. I hope this feature of the bill is stricken. The Congress will be in session next year. At that time the committee can again go into this whole subject with full hearings.

The other feature of the bill which would abdicate the responsibility of the committee and the Congress, is the automatic pay increase for Members of Congress. Contrary to rumors which have been circulating that there is an agreement to take congressional pay out of this bill, I know of no such agreement. When you vote for this bill, you are voting a salary increase for yourselves. With the way the language is written, the amount of that increase is unknown. It could be anywhere from \$2,500 to \$3,500 annually. This is on top of the \$7,500 increase which was approved last year. I feel that this language, which appears under section 205 should be stricken. Some Members might read this language and not realize its full meaning. However, a pay increase for Members of Congress is in there, it is camouflaged. When we vote for this we are hiding behind the Federal workers, cashing in on the comparability principle, and riding the coattails of postal and other Government employees.

Let us delete this section. Then, the Federal Salary Review Commission, which is established by section 202, can make recommendations to the Congress, which not only involve or effect Federal workers, but Members of Congress as well. We can take those recommendations and then take such action on congressional pay as we want.

Mr. UDALL. Mr. Chairman, will the gentleman yield briefly?

Mr. BROYHILL of North Carolina. I would be delighted to yield to the gentleman from Arizona.

Mr. UDALL. It is incorrect to say that any Member of this House will be asked

today to vote himself a pay raise. Any pay raise that is provided in this bill will be effective at the very earliest in 1967, after a new Congress has been elected. It is not technically correct to say, and I am sure the gentleman from North Carolina will agree, that anyone is voting himself a pay raise. He may be voting for a possible pay raise for the next congressman from his district, whom-ever that may be.

Mr. BROYHILL of North Carolina. I would say to the gentleman from Arizona that the vast majority of the Members of this House of Representatives, more than likely, are going to be candidates for reelection and they know that at the time they are voting on this proposal. So, in that respect they are voting themselves a pay increase, at least for some future date.

Mr. DON H. CLAUSEN. Mr. Chairman, will the gentleman yield?

Mr. BROYHILL of North Carolina. I would be delighted to yield to the gentleman from California.

Mr. DON H. CLAUSEN. Is there a plan to offer an amendment that would delete that section which is a concern to a lot of the Members?

Mr. BROYHILL of North Carolina. I understand that there are certain Members who are planning to offer amendments on this section. There may be various amendments.

Mr. DON H. CLAUSEN. I believe it is safe to say that most of the Members of Congress, certainly in checking this question of comparability—and we are in concurrence with what the gentleman from Texas [Mr. POOL] has said—believe it certainly is a wise investment to protect adequate salaries. I do not believe there is any disagreement on this. However, certainly there is a matter of concern to many Members of Congress with reference to the matter of congressional pay increases.

Mr. BROYHILL of North Carolina. This is a point I would like to make, that when we vote for this we are hiding behind the Federal workers. We are actually trying to cash in on this comparability principle. We are trying to ride the coattails of the postal workers and other Government employees.

Mr. Chairman, I hope that this section is deleted.

Mr. MORRISON. Mr. Chairman, I yield 5 minutes to the gentleman from Hawaii [Mr. MATSUNAGA].

(Mr. MATSUNAGA asked and was given permission to revise and extend his remarks.)

Mr. MATSUNAGA. Mr. Chairman, I rise in support of H.R. 10281. This measure is essential to the achievement of a salary system based upon a comparability principle which is the ultimate goal sought to be achieved on behalf of civilian Government personnel. Because others have discussed or will discuss other sections of the bill, my remarks will be limited to section 112. I do this because I originally introduced a separate bill, H.R. 8424, granting long-needed severance pay benefits to Federal employees. I am happy to report that my bill in its entirety has been incorporated into section 112 of the measure we are

now considering. Section 112 will correct a deficiency in Federal employee benefits by providing reasonable severance pay allowances to Federal employees who are separated from the service through no fault of their own and have not yet become eligible for immediate civil service retirement benefits. I am grateful that the Post Office and Civil Service Committee, in reporting H.R. 10281, recognized the merits of my proposal, which was prompted by an official recommendation advanced by the President in his message to the Congress on May 12, 1965.

The need for severance pay has recently been emphasized by the plight of employees who have lost their jobs in the shutdowns of certain Federal installations such as naval shipyards and Veterans' Administration hospitals. Many of these employees had devoted many years of loyal service to our Government. In a large number of cases, no similar jobs were available which could utilize their special skills. Reductions in force have occurred in the past and will continue to occur. About 1,400 find themselves in this plight every month. Moreover, technological changes are advancing rapidly in Federal service, and future changes in techniques may well force increasing numbers of Federal workers out of their jobs.

While economy and efficiency of operations must continue to be the primary objective of Federal management, the hardships to workers which ensue should also be taken into account. The severance pay provision will accomplish the Federal management objective in an equitable manner.

Current provisions for early retirement, annual leave, and unemployment compensation, help cushion the blow of financial burdens upon many discharged Federal workers. However, no provisions now exist to compensate the worker for disruption inevitably associated with loss of employment and loss of seniority-related benefits earned through years of loyal service. Lump sum payments for unused annual leave have some beneficial effect, but these benefits are not designed for the purpose of aiding involuntarily separated employees. The Government lags far behind the growing number of private employers who provide some form of severance pay for laid-off employees. Section 112 of H.R. 10281 will help cure this defect so that the comparability principle which the President has recently reaffirmed will be much nearer full achievement.

The severance pay section applies to all civilian officers and employees in the executive branch of the Government—including each corporation owned or controlled by the United States—the Library of Congress, the Government Printing Office, the General Accounting Office, and the municipal government of the District of Columbia.

The basic allowance will be 1 week's pay, at the employee's rate immediately before separation, for each of his first 10 years of civilian service for which no other severance pay has been received, plus 2 weeks' pay on the same basis for each year of service beyond 10. An addi-

tional 10 percent is provided for each year the recipient is over 40 years old. The maximum amount payable is limited to an equivalent of 1 year's salary at time of separation. Furthermore, no severance pay will be allowable, unless the employee has been continuously employed 12 months immediately prior to separation.

Appropriate provisions are also made for adjustments in the case of any person who is reemployed after having been granted severance pay, and for disposition of unpaid severance pay in the case an employee entitled dies before expiration of the period. Payments would be made at regular pay period intervals, rather than in a lump sum, so that an employee who is later reemployed by another Federal agency before his benefit period expires would not be faced with repayment to the Government. Where an entitled employee dies, the severance payments will be made to his legal heirs, as if such deceased person were living.

Mr. Chairman, it is time for us to recognize the need to place our Government employees on a par with those in private industry. If we fail to do this, there will always be a serious drain of talent from the Government into private industry. The Federal Government must meet the growing competition from private business now.

A mere increase in salary alone would not strengthen the career civil service. Fringe benefits, comparable to those provided by private industry, must be included. This measure before us includes such provisions and will mark a major step toward the achievement of our expressed goal of comparability.

Mr. Chairman, I strongly urge the passage of H.R. 10281.

Mr. CORBETT. Mr. Chairman, I yield 3 minutes to the gentleman from New York [Mr. FINO].

(Mr. FINO asked and was given permission to revise and extend his remarks.)

Mr. FINO. Mr. Chairman, I rise in support of this legislation. In my opinion, it is urgently required both in fairness to Federal employees and in order to insure to our Government personnel of the highest integrity and competence. This bill represents a significant step forward in meeting the Federal Government's responsibility to its employees.

As many of you recall, back in 1962, Congress adopted the principle of comparability. This principle was designed to insure that classified and postal salaries be comparable with private industry.

Such a concept was a milestone in Federal employee legislation; and, undoubtedly, it has helped to close the gap between Government and private pay scales. The comparability standard, however, has not been strictly followed, and Federal salaries still lag behind those of private industry.

The Department of Labor's statistics, for example, continue to indicate that raises of up to 11 percent are required if Government and business compensation are to be equalized.

It is imperative, then, that we get on with the job of passing this pay raise. We cannot afford to delay action on this

bill. The fact is that today Federal employees are not being paid for what they deserve for the services they are rendering their Government.

With a gradually increasing cost-of-living, it is becoming more and more difficult for many Federal employees to meet their financial obligations and properly support their families.

This to me, is an intolerable situation. Congress and the American people owe a great deal to the untiring efforts of our civil servants. We must depend upon these dedicated men and women for the effective functioning of every branch of the Government. Without their unselfish devotion to duty, this country could not hope to retain its position as the leader of the free world. And while on the subject of devotion to duty, I should like to add a special word on behalf of the postal service.

The role of the postal employee in our country cannot be overemphasized. He represents the Federal Government in every village, town and hamlet in this Nation. Often, he may be the only contact a citizen has with his Government in Washington. That citizen depends on his local post office for much of what he knows and feels about the Federal Government. The impression that the postal worker—or for that matter any Government employee—makes on thousands of his fellow citizens each day is often their lasting impression of the Federal Government.

We, in the Congress, should be proud that the Federal employee has not betrayed this trust, that, rather, he has fulfilled it with vigor and dedication. In short, the Federal employee has been pulling his share of the load. But what about his employer?

Since the comparability standard was adopted in 1962, Federal employee salaries have not kept pace with private industry. This situation has continued to exist despite the passage of repeated pay boosts.

I cannot stress too much, therefore, the importance of this Federal pay raise legislation. The opposition may attack this bill as just another handout from a summertime Santa Claus. But that is simply not the case. What we are trying to do here is to pass a bill that will insure a fair salary for every Federal employee; and at the same time, mount a concentrated effort to bring the Government more in line with its own concept of a comparability standard. This piece of legislation represents the minimum that is required at this time.

Clearly, the Federal Government cannot continue to recruit the best talent for every position unless it is willing to adjust the imbalance in the salaries of Federal and private employees.

Let me quote to you some of the late President Kennedy's remarks concerning a public service career. In his first state of the Union address, he said:

Let the public service be a proud and lively career. And let every man and woman who works in any area of our National Government, in any branch, at any level, be able to say with pride and with honor in future years—I served the U.S. Government in that hour of our Nation's need.

Yes, the public service is a proud and lic advantage of the country call us to the Congress to insure that it continues to be in the months and years ahead.

If ever there was a must piece of legislation this is it, and I ask each of my colleagues to give this bill his most serious and favorable consideration. Both justice to Federal workers and the public advantage of the country call us to support this bill.

Mr. MORRISON. Mr. Chairman, I yield to the distinguished gentleman from Pennsylvania [Mr. NIX], a member of the committee, 2 minutes.

Mr. NIX. Mr. Chairman, I wish to add my accolades to the distinguished chairman of the subcommittee and to the members of the subcommittee for bringing this legislation to the floor.

In the city from which I come, we have 10,000 post office employees and approximately 50,000 Federal employees. This is a boon to them.

Mr. Chairman, I think the principle of comparability of salaries and wages paid to workers in private industry and workers and employees of the Federal Government should have been introduced long ago. It is the only method by which we are assured of constant study and judgments based upon investigation and experience of many sources.

Now, Mr. Chairman, the only note of criticism that has been raised is as to that portion of the bill which in the year 1967 would increase the salaries of the Members of Congress.

But a singular thing occurred in the committee, and I was responsible for it. It was this: No Member of this Congress is compelled to avail himself of the increase. He can always say, "I will return it to the Treasury of the United States."

Thank you, Mr. Chairman.

Mr. CORBETT. Mr. Chairman, I yield 3 minutes to the gentleman from North Carolina [Mr. JONAS].

Mr. JONAS. Mr. Chairman, may I have the attention of the author of the bill? I am taking this time for the purpose of asking a question or two. My questions are not hostile, but I am seeking information. I have discussed the subject with various Government employees, particularly postal employees, when we have been discussing comparability. I believe no one would argue against the concept that the Government should pay to its employees wages which are comparable to wage scales in private industry. But I have never been able to get anyone to tell me with whose salary a mail carrier's pay should be compared. How do you arrive at comparability? What is the criterion? What are the guidelines?

Mr. UDALL. Mr. Chairman, will the gentleman yield?

Mr. JONAS. I yield.

Mr. UDALL. In 1962, when we first accepted the administration proposal and set up a comparability system, this was one of the most heated and divisive points of argument. The employee organizations said, with some justification, what you have said today: "Who in the world can you compare a mail carrier to?"

Finally it was agreed that you had to make some sort of arbitrary comparison.

The comparability figures ordinarily were basically established for the classified service—not the postal service, but the classified service.

Finally, a comparison was made; it was decided that we would link PF-4's, which is the letter carrier level, with GS-5, and that is the level at which the college graduate enters. The college graduate with a basic college degree enters the Federal service at that point.

To answer the gentleman's question, there is no occupation with which you could compare a mail carrier.

Mr. JONAS. That is what I thought. It is an arbitrary decision, because there is no occupation with which you could compare a postal worker, that is, a mail carrier.

Mr. UDALL. That is correct. It was my judgment and the judgment of the majority of the committee at that time that this was a fair comparison to make, that we should link it with the level of the classified service which I have mentioned.

Mr. JONAS. I should like to ask another question. Recently, we had Mr. Macy, Chairman of the Civil Service Commission, before the Independent Offices Subcommittee of the House Committee on Appropriations. He was asked that question. He said that in order to arrive at a figure which is used for comparability, the Commission takes a given number of metropolitan areas in the United States—and I do not remember the number, and arrives at an average wage or salary scale in those metropolitan areas. The result is what is used to consider comparability.

Is that your understanding of the way they arrive at a figure which is used in arriving at comparability?

Mr. UDALL. Approximately. A much larger number of areas are used. I wish the gentleman would get the hearing record. We went into this question very carefully.

Mr. JONAS. What I am asking, and what I thought you could answer in a short sentence or two, is the following question: In determining the figure that will be used to consider whether comparability exists or not, are only wage scales in metropolitan areas considered, or are wage scales in rural communities, small towns, and medium-sized towns around the country also considered?

Mr. UDALL. These are different areas in the Nation—not entirely metropolitan, but largely metropolitan. The truth of the matter is that 80 percent of the Federal employees work in metropolitan areas. That is why it is more fair to do it in the way I have mentioned.

Mr. JONAS. What about the other 20 percent? The committee report advocates comparability and I think we all favor that, but I am trying to find out what factors are used in determining the wage scales with which the pay of Government employees is compared. Whose work is it compared with?

Mr. UDALL. They try to find a job which is identical with, or nearly identical with, a Federal job. The BLS peo-

ple actually go in to see what the man does, what responsibility he has, and then they compare this with a Federal job at a particular level and try to find a matching comparison. It is a very scientific and thorough job. I wish the gentleman would read the transcript of our hearings, because we went into this in some detail.

Mr. JONAS. The transcript will not be available to all who read the RECORD. I was trying to get a simple statement showing what is meant by comparability as used by the committee in its report and as advocated by many speakers here today. Comparable with whom? You say private industry. Does this mean autoworkers in Detroit, steelworkers in Pittsburgh, or what group of employees in private industry and what industries? I think those who read the RECORD should have this information so they will know what action is taken.

Mr. MORRISON. Mr. Chairman, I yield 5 minutes to the gentleman from New Jersey [Mr. KREBS].

(Mr. KREBS asked and was given permission to revise and extend his remarks.)

Mr. KREBS. Mr. Chairman, I rise in support of H.R. 10281, as reported from the Committee on Post Office and Civil Service, with this reservation: In my judgment, salary increases substantially greater than the 4½ percent increases provided by the bill are fully justified by the record. The 4½ percent increases fall far short of the percentage required to carry out the policy of comparability with private enterprise pay rates that was laid down by the Congress in Public Law 87-793.

However, the committee bill is the best that could be worked out under the circumstances. It is my hope that the shortcomings can be corrected later by legislation guaranteeing complete and current comparability of Federal civilian salaries with those in private enterprise.

My remarks are directed particularly to section 107 of the bill, which contains extremely important provisions to modernize the outmoded overtime and holiday pay practices of the postal field service.

When our committee began consideration of salary legislation earlier this year, I undertook a study of employment and compensation policies in the Federal Government. I was at first amazed, and then shocked, to find our Federal Government—which should be a leader—completely out of step with private enterprise in its treatment of overtime and holiday work by postal employees. Quite frankly, it seemed inconceivable to me that this situation could exist and—even worse—that no more than half-way corrective measures were being considered by the Post Office Department.

It borders on the absurd, in this day and age, to have to argue before the Congress of the United States for legislation to grant premium pay for postal employees who are officially called on to work more than 8 hours a day or 40 hours a week or on their Sabbath. This principle has been so long accepted and practiced in private industry that a mere

reference to areas in which it has not been applied should assure enactment of legislation to cure the defects. As a matter of fact, the Government itself has espoused the cause and by law applied it in the private sector of our economy—but carelessly overlooked placing its own house in order.

President Johnson strongly reaffirmed the principle of comparability between Federal civilian salaries and those for equal levels of responsibility in private industry in his message on salary increases submitted to the Congress on May 12, 1965. He declared that:

We do not have two standards of what makes a good employer in the United States: One standard for private enterprise and another for the Government. A double standard which puts the Government employee at a comparative disadvantage is shortsighted. In the long run, it costs more.

I thoroughly agree with the President's statement that "a double standard which puts the Government employee at a comparative disadvantage is shortsighted." Yet the overtime and holiday pay conditions that exist today in our postal field service constitute a glaring example of a double standard that it not only grossly unfair to employees but adverse to the interests of the Government. This is an area where comparability is long overdue.

Thousands upon thousands of postal employees work millions of hours of overtime each year at straight-time hourly pay. It is common practice, moreover, to work them inordinately long hours—as much as 70 or 80 hours a week, week in and week out. It is unfair and inhumane to the employees and costly to the Post Office Department. Certainly, such excessive work assignments represent inefficient use of manpower and, at straight-time pay rates, an imposition on the workers.

I believe it appropriate, at this point, to call attention to the comment of the President's Panel on Federal Pay concerning overtime work. The Panel in its report to the President said, in part:

The question of premium pay for overtime work has commanded the attention of the Federal Government and of other government jurisdictions.

* * * * *

This issue was not before the Panel, but there was brought to our attention the facts that Federal overtime pay practices are not consistent and that, because of certain statutory restrictions, employees in some Government activities, and particularly in the Post Office Department, have work schedules which result in uneconomical overtime, as well as in far too long hours of work for certain categories of employees. This is unduly costly to the Government and unfair to the employees.

The Panel urged acceleration of plans to hire a sufficient number of employees to reduce or eliminate uneconomical overtime, and recommended, as soon as practicable thereafter: "enactment of legislation authorizing all rank and file civilian employees paid under the statutory systems to receive premium pay equally and on a basis comparable with industry practices when overtime work is necessary."

The Panel went on, then, to again

stress that "the need for action is particularly acute in the Post Office Department."

Unfortunately, when the Postmaster General submitted the official administration recommendation for changes in overtime and holiday pay provisions for the postal field service, it was not in accord with the Panel's recommendation. The proposal falls far short of providing comparability with industry practices. To bring the postal field service program reasonably in line with industry practices—which, mind you, are based on historic Federal legislative policy—the provisions of section 107 of H.R. 10281 represent minimum requirements and should be promptly enacted into law.

Section 107 modernizes the antiquated overtime and holiday pay provisions now applicable to postal field service employees.

Subsection (a) limits any employee to 12 hours of work a day except for emergencies determined by the Postmaster General. The existing limitation of 8 hours regularly scheduled work in 10 hours of any day is continued for regular employees. An added improvement is a new limitation under which the work-span of any other employee may not be extended over more than 12 consecutive hours.

A basic 5-day, Monday-through-Friday, workweek is established for all postal field service employees, with authority in the Postmaster General to establish a basic workweek including Saturday where necessary to provide service. Senior annual rate regular employees will have priority of preference for the Monday-through-Friday workweek, but may select some other workweek if they desire.

Subsection (b) defines overtime work for three general employee groups—annual rate regular, hourly rate regular, and substitute employees. In brief, for the first group overtime work is any work in excess of the basic workweek schedule or on a Sunday. For the second group, it is work in excess of 8 hours a day or 40 hours a week or on a Sunday. For the third group it is work in excess of 8 hours a day or 40 hours a week. Regular annual rate employees already have the 40-hour week provision.

An employee in salary level 10 or below will receive time and one-half the regular hourly rate for his overtime work. Employees in level 11 or above will receive compensatory time or, in the discretion of the Postmaster General, be paid time and one-half the regular rate or the highest rate of salary level 10, whichever is the lesser.

This subsection also authorizes double time, as is the practice in private enterprise, for work on legal holidays except Christmas, if the employee is in salary level 10 or below. If he is in salary level 11 or above, he will be granted compensatory time or, in the discretion of the Postmaster General, be paid double time. For work on Christmas Day employees will receive the equivalent of double time plus one-half.

Mr. Chairman, with all due respect to the administrative views on this important section of our committee bill, I submit that enactment of section 107 is essential under the comparability principle. It is distinctly in the interest of efficiency and good manpower utilization in the postal service, as well as in common justice to postal employees. I strongly urge the adoption of the entire section with the amendments which will be offered at an appropriate time.

The CHAIRMAN. The time of the gentleman has expired.

Mr. MORRISON. Mr. Chairman, I yield the gentleman 1 additional minute.

Mr. KREBS. Mr. Chairman, the Federal policy established the Davis-Bacon Act on March 3, 1931, which requires that every Government contract for construction, alteration or repair of a public building, if the contract price exceeds \$2,000, contain a stipulation that the contractor and all subcontractors pay their various classes of mechanics and laborers minimum wages based on local prevailing rates for corresponding classes of workers on similar non-Government projects, as determined by the Secretary of Labor.

The Federal policy established the Walsh-Healey Act on June 30, 1936, which requires that each Government contract for the manufacturing or furnishing of materials, supplies, articles, and equipment, if the contract price exceeds \$10,000, shall include stipulations that, first, all persons employed by the contractor will be paid not less than the minimum wages determined by the Secretary of Labor to be the local prevailing wage rates for similar work; and second, no employee of the contractor will be allowed to work over 8 hours a day or 40 hours a week except upon payment of overtime compensation.

The Federal policy established the Contract Work Hours Standards Act, Public Law 87-581, 76 Stat. 357.

In 1962, the Congress passed the Contract Work Hours Standards Act which establishes a standard 8-hour workday, and 40-hour workweek, applicable with respect to all laborers and mechanics employed on a public work of the United States. This provision requires the payment of wages at the rate of time and a half for work in excess of the standard workday or standard workweek.

Mr. Chairman, I just want to close with one thought which relates to the question of fiscal integrity and fiscal responsibility. I want to say that this is something that I have heard a whole lot about, but I wonder how it could be explained to the taxpayers of this country if someone were to bring to their attention the fact that on September 13, 1965, excluding the cost of the pay of the reading clerks, the parliamentary clerks, the parliamentarian, the tally clerk, the bill clerk, the reporters of debates, the sergeant-at-arms, the pages, the door-men, and the floor telephone service and all of the other employees of the Capitol, the taxpayers of the United States paid out of the Treasury for excessive quorum calls and excessive rollcalls the frightening sum of \$254,000 for 1 day of rollcalls that were designed not for their

original and salutary purpose but for the purpose of thwarting the legislative process.

Mr. CORBETT. Mr. Chairman, I yield 2 minutes to the gentleman from Massachusetts [Mr. KEITH].

(Mr. KEITH asked and was given permission to revise and extend his remarks.)

Mr. KEITH. Mr. Chairman, my questions are directed to Mr. UDALL. I concur with him, and I believe with our Congress, that we should have comparability in our system of pay for Federal Government employees. I would like to know to what hospitals he turned to find the comparability feature. I just called one of the best hospitals in southeastern Massachusetts, which is part of the greater Boston complex. I find that the average chief nurse gets about \$8,600 per year whereas the average chief nurse at a small veterans hospital will start out at close to \$10,000. I find that the average registered nurse at a charitable hospital starts out at about \$5,000 whereas the average registered nurse in the VA would probably start out closer to \$6,000. I find that most of the charitable and private hospitals have no pension plan, seldom any group insurance, and oftentimes only have 2 weeks' vacation, and no severance pay. My question is where did you go to find the comparability features for hospital salaries.

Mr. UDALL. Well, I would say to the gentleman that comparability is a concept which has been applied to the classified employees and the general schedule employees and the postal employees. The gentleman is referring to the Veterans' Administration employees, I take it. They come under an entirely different system. Basically the comparability comparisons are made only as between private industry and Federal Government employees. There is no attempt to compare as between State hospitals, local hospitals, and county hospitals and that sort of thing.

Mr. KEITH. This makes it very difficult for the local hospitals in greater Boston, and in fact throughout the entire country, to compete for personnel with neighboring Veterans' Administration hospitals.

Mr. MORRISON. Mr. Chairman, I yield 5 minutes to the gentleman from New York [Mr. HANLEY].

(Mr. HANLEY asked and was given permission to revise and extend his remarks.)

Mr. HANLEY. Mr. Chairman, a previous speaker this afternoon referred to the author of this bill as the most astute Member of this House on the issue under discussion. I wholeheartedly agree with this comment and on the basis of this tribute alone I would suggest the passage of this bill unanimously.

Mr. Chairman, I speak in behalf of H.R. 10281, the Government Employees Salary Comparability Act of 1965, because I believe wholeheartedly that this bill represents a sound, progressive, and responsible congressional approach to the continuing duty to provide a fair and equitable Federal salary system. I support the bill as it was reported by the

Post Office and Civil Service Committee, and I urge all of you to support the bill as it stands. It is the best possible bill.

I shall direct my remarks to four features of H.R. 10281; the second stage pay increase to be effective in October of 1966, the overtime provisions, the postal seniority salary adjustments, and severance pay.

To my way of thinking, the second stage of pay increases represents a prudent exercise of the responsibility of the Congress to give full faith and credit to the great legislative declaration that there ought to be comparability, equal pay for equal work, in Federal and private enterprise salaries. Briefly, the second stage involves an increase in pay equal to one-half of the percentage by which salary rates paid for the same level of work in private enterprise for the months of February and March of 1965 exceed the salaries of Federal employees. Added to this will be a percentage increase based on the increase in private enterprise salaries between March of 1965 and March of 1966.

This proposal will bring about a partial solution to the thorny problem of correcting comparability inequities at the various levels of work and responsibility within the Federal employment system. Needless to say, such a problem cannot be corrected by an across-the-board dollar or percentage increase. It is clear that in a number of Federal positions the comparability lag or gap is much greater than in others, and we have in this second stage pay increase mechanism a means to wipe out, across the board, one-half of the gap. I wish to reiterate once again my support for this section of H.R. 10281. It is crucial to the committee's effort to present to the Congress a way of achieving comparability.

The second feature of H.R. 10281, on which I want to comment, is the provision for overtime pay. Our committee report calls this a major breakthrough, and it really is. This section affects particularly employees in the postal field service. The report makes mention of the archaic and inequitable set of strictures in the field of overtime work and overtime pay. This bill provides that postal employees in level 10 and below be paid time and one-half for overtime work in excess of 8 hours per day and 40 hours per week. Premium pay is also provided for work performed on holidays. Such practices have long been in effect in many enlightened private businesses. For some classes of postal workers, the present procedure of being rewarded with compensatory time for overtime work, in addition to being unfair, has proved meaningless. Compensatory time assumes that the employee who works overtime can arrange to take time off from his regular duties during periods when his workload is not so heavy. If it develops, and it often does, that the employee cannot be spared, he ends up with neither overtime pay nor extra time off. This seems to me to be unfair. The bill removes the inequity of not rewarding substitute employees with overtime pay when they work in excess of 8 hours a day and 40 hours a week.

Another feature of H.R. 10281, added in the interest of sound personnel management, is the stipulation that any employee who was promoted to a higher level between July 9, 1960, and October 13, 1962, and who is senior in terms of total postal service to an employee in the same post office who was promoted after October 13, 1962, and who is in a step in the same level below the step of the junior employee, must be advanced to that step held by his colleague with less total postal service. In order to make sure that such situations as this are corrected, H.R. 10281 requires the Postmaster General to see to it. It is only reasonable that we provide that an employee with the Post Office Department, doing the same work side by side with a colleague of less total service, receive the same compensation which his junior receives.

The last feature of H.R. 10281, on which I would like to comment, is the provision for a form of severance pay for Federal employees who, through no fault of their own, become separated from the service and have not yet become eligible for immediate civil service retirement benefits. That there is a need for a form of severance pay for Federal employees like this has become very clear to me in recent months as the results of a number of relocations and consolidations of Federal agencies in my district have become apparent. Good, hard working, civil servants with 15 or 20 years of service find themselves out in the cold without work and without retirement. Naturally severance pay is not the answer to their problem, but it will be a form of assistance.

Again I want to affirm my support for H.R. 10281 and for all of its provisions, and I would ask my colleagues to support the bill, and to approve it without amendment.

Mr. MORRISON. Mr. Chairman, I yield 2 minutes to the gentleman from Iowa [Mr. SCHMIDHAUSER].

(Mr. SCHMIDHAUSER asked and was given permission to revise and extend his remarks.)

Mr. SCHMIDHAUSER. Mr. Chairman, I intend to support this much needed salary bill for civil servants. I am here, however, briefly to urge that there be omitted from this bill that section which provides an increase in salary for Members of Congress.

Mr. Chairman, I agree with some of my colleagues about the work that Members of Congress have done. Certainly, it can be said, and not entirely facetiously, this is probably one of the few groups of people who are working overtime without time and a half pay. We have experienced that situation at this session.

However, Mr. Chairman, I believe there are some serious factual objections to the manner in which salary increases for Members of Congress has been presented to the House.

I appreciate also the suggestion by the gentleman from Pennsylvania [Mr. Nix] concerning those Members who disagree with this proposal. He recommended that they turn back their salary increase in 1967. I am on public record as being perfectly willing to do that if I am in the Congress, in the 90th Con-

gress, and if this bill is passed in its present form I feel an obligation to the civil servants who need a salary increase and will vote for this bill.

However, Mr. Chairman, I would like to talk briefly about the objections that I have to this section. I do not intend to call it a subterfuge. Unfortunately, I believe there are many people who believe this, however. I believe that this committee should have followed its earlier judgment by setting up a bipartisan, blue-ribbon commission to study this problem. This commission could objectively have presented us with the facts upon which we could have acted separately from this measure.

Mr. Chairman, the main objections that I have to including this feature in the bill at this time are these:

First, salary increases for Members of Congress should not be tied in with the increase contemplated for Federal civil servants. It is true, of course, that supporters of such a combination argue that there is a relationship between levels of salary for civil servants, Cabinet officers, and Members of Congress. There is a basic difference, however, in that Members of Congress are hereupon asked to act directly in their own behalf. I feel that a far sounder approach would be the development of a bipartisan blue-ribbon congressional salary commission to make recommendations to be acted upon by the Congress after adequate study, separate from any salary schedules for other public servants.

Second, and an even more fundamental consideration which I would like to raise, is that many assumptions have been made concerning the so-called relationship between salaries of public servants, whether in the administrative, policymaking executive and legislators, and executives in private corporations. It has sometimes been argued that salaries in public life should be made comparable to those in private business. But most business executives are hard-working individuals. I would like to point out candidly that the setting of executive salaries in some private businesses obviously bears no relationship to the amount of work performed or the eligibility of those who receive them. Several recent stockholder revolts have shown the nature of the problem. Frequently, those levels are determined by the fact that some executives in private organizations, because of their economic control of the organization, are able to determine what level of salaries and other increments such as stock option incentives that they may receive. Members of Congress are rightfully subject to another set of considerations, the most important of these being their responsibility to a large number of people in the electorate who, like Members of Congress, are not really free to set their income and salaries at whatever level they so determine. Consequently, I would like to recommend in consideration of this and subsequent congressional salary legislation that we create an objective commission to determine periodically on a sensible basis the salary needs of Members of Congress.

The CHAIRMAN. The time of the gentleman from Iowa has expired.

Mr. MORRISON. Mr. Chairman, I yield 1 minute to the gentleman from Maryland [Mr. MACHEN].

(Mr. MACHEN asked and was given permission to revise and extend his remarks.)

Mr. MACHEN. Mr. Chairman, I rise to state I will support an amendment to this bill that would strike the section providing automatic pay increases for Members of Congress.

I am not making any judgment on the merits of a congressional raise in 1967 or at any other time. However, I do feel that this matter should be handled separately.

Even such a move as delaying the effective date of the increase merely sidesteps the issue of treating congressional salaries apart from the regular Federal pay system.

In view of the fact that Congress last year voted itself a 33-percent raise while at the same time voting the classified service pay raises averaging 4.3 percent, I feel that this year we should devote ourselves to improving the lot of the classified, postal, and Federal employees of other categories. Congressmen should not be forced to choose between voting themselves a significant raise or denying badly needed increases to the Federal employees.

By handling the matter separately, the American people will have the benefit of the debate on the floor and can judge the merits of the case as they see it.

Congress should not be afraid to vote its own pay raises in the spotlight of publicity. Either the people are convinced that the Congressman is worth what he is paid or they are not. At any rate our decision must be made in full view of the public—not by an obscure reference to the United States Code buried deep in the next to last page of the bill.

I believe that the rest of the bill is badly needed, and I have been urging its enactment. My district has one of the largest groups of Federal employees in the country and I am well aware that their salaries lag behind those received by employees doing comparable work in private industry. These people are the backbone of the entire Nation. Although the laws are made by Congress, the success of their intent is completely in the hand of the Federal employee that administers the legislation. For this reason alone, we must provide every possible incentive to attract competent and dedicated employees to the Federal service and to keep the ones that we have.

I want there to be no misunderstanding about the intent of my amendment. It is not to take a position on the merits of a congressional pay raise. It is simply to separate two important issues so that the vitally needed Federal employees pay raise is not jeopardized in any way. I do not want to see a single vote lost for this important bill because a Congressman did not see fit to vote himself a pay raise.

Mr. MORRISON. Mr. Chairman, I yield such time as he may consume to the gentleman from California [Mr. DYAL].

(Mr. DYAL asked and was given permission to revise and extend his remarks.)

Mr. DYAL. Mr. Chairman, I rise in support of this legislation. I am however opposed, as stated by the previous speaker, to the congressional provision contained in this bill.

Mr. MORRISON. Mr. Chairman, I yield 3 minutes to the gentleman from South Carolina [Mr. McMILLAN].

(Mr. McMILLAN asked and was given permission to revise and extend his remarks.)

Mr. McMILLAN. Mr. Chairman, I had an amendment prepared to this bill in connection with this so-called House Employees Classification Act. However, I understand this amendment is not germane to this bill.

I would like to say a word on this subject, as I have had numerous complaints during the past year from employees connected with the Sergeant at Arms, the Office of House Disbursing, the Doorkeeper's Office, and all other housekeeping activities here on Capitol Hill.

I have been in Congress quite a while, and I feel very close to this branch of the Government. I think it is the duty of the House Members to provide for the housekeeping activities of Capitol Hill. The minute we leave it to the Civil Service or General Services to take over certain agencies of the House of Representatives, we are going to be in trouble.

I will present this amendment in the form of a bill, and will go before the House Administration Committee in an effort to repeal Public Law 88-652.

Mr. FRIEDEL. Mr. Chairman, will the gentleman yield?

Mr. McMILLAN. I yield to the gentleman from Maryland.

Mr. FRIEDEL. Earlier in this session the gentleman sponsored a bill to do away with the Classification Act we passed last year.

Mr. McMILLAN. Yes; the gentleman from Maryland is correct.

Mr. FRIEDEL. I did set a date for a hearing on it before the Subcommittee on Accounts but we had to postpone the hearing.

Mr. McMILLAN. That is correct. The gentleman has offered to assist me with this proposed legislation. Each time we were trying to have a hearing something happened. It was my fault that we could not get a date for the hearing that was convenient to all concerned parties.

Mr. FRIEDEL. I think we can set another date for the hearing the early part of January.

Mr. McMILLAN. When this legislation was before the House for consideration during the last Congress I was advised at that time the purpose of the legislation was to grant retirement benefits to employees of the folding rooms, and several other agencies in the Capitol. I did not know it went so far as to have civil service regulations on Capitol Hill.

Mr. FRIEDEL. One of the purposes of the Classification Act was to permit certain groups of employees in the House to obtain coverage under the Retirement Act. But it is also designed to provide a fair system of determining salaries on

the basis of the work performed. No one had their salary reduced under Public Law 88-652 and some received increases.

Mr. McMILLAN. I think it has done a good job, and I think it has served its purpose, now, I think it is time to repeal it. The Senate had a similar act in force 3 months and they decided to repeal it.

Mr. FRIEDEL. We have had a few complaints from employees who feel they should be in a higher classification and we will have their supervisors, the Sergeant at Arms, the Clerk, the Doorkeeper, and others at the hearings when we consider these complaints.

Mr. McMILLAN. I think the act has done a good job in adjusting some irregularities.

I include the following:

A BRIEF ANALYSIS BY THE CLERK OF THE APPLICATION AND IMPLEMENTATION OF THE HOUSE EMPLOYEES CLASSIFICATION ACT, PUBLIC LAW 88-652

After nearly 6 months' experience with the application of the House Employees Classification Act, Public Law 88-652, I am more convinced now than I was at the time it was enacted, during the closing hours of the last Congress, that it is neither a good or workable law. Its limited application has made it crystal clear that you cannot make a partial application of a neo-civil-service type of classification apply to one-tenth of the employees of this House without creating greater inequity, less coordination, and advancing an individual and piecemeal basis of consideration.

A commingling of a partial Federal civil service system superimposed upon the political system of the legislative branch is not workable. Experience shows that it gives few of the advantages inherent in the civil service classification system as applied to the executive branch of the Federal Government while retaining all of the disadvantages, limitations, and hazards of employment peculiar to the legislative branch. This condition is illustrated by the following:

1. This law and its implementation does not pay due regard to differences in levels of difficulty, responsibility, and classification requirements of work, while giving little consideration to the kinds of work performed, length of service, or satisfactory performance.

2. Unlike the executive branch, Civil Service System, it fails to recognize in its application the principle of equal pay for substantially equal work.

3. It very definitely depreciates and limits the authority previously invested by the House in the elective officers covered by its provisions and subordinates every employee of the officers coming within the purview of this act to the status of second-class employees, because:

(a) The elective officer of the House may not make selection of employees with any predetermined assurance as to the rate of pay that will be provided under this system. This failure to invest him with authority to appoint with full assurance to the individual so appointed of a definite salary rate brings about a lack of confidence in him and undermines the control and superintendence necessary to carry out the duties imposed upon him by the rules of the House.

(b) No employee under this system can look up to the full rate of pay which is provided as a possibility for all other employees of Government. The schedule adopted pursuant to this act places a lower ceiling on the rate of pay than all other employees and puts a further subceiling on a great many of them by placing each in the highest step of a level, thus preventing them from bene-

fitting by any possible longevity advances. His only resort is to appeal to the very authority which created this condition.

(c) The exercise of this discretion and the advice to the committee appears to be presently lodged with an individual who is imbued with the philosophy of the Federal civil service system and who possesses little or no understanding or desire to understand the process inherent in the legislative branch system. He appears further, to lack the humanness to give patient consideration to appeals from decisions made, thus shutting the door to any hope of a successful appeal from a previous determination. This is certainly repugnant to our philosophy of government and rights of the individual and certainly not in keeping with what would be done in the executive branch under the system previously served by this individual. It is a condition which one would think the House of Representatives, the first line of defense of freedom of all citizens, would not tolerate to any degree.

It is quite significant that while this act is made to apply to the offices of the Clerk, Sergeant at Arms, the Doorkeeper, and the Postmaster, employing less than 500 persons, or one-tenth of the total number of employees of the House of Representatives, it does not apply to the Office of the Parliamentarian, the Coordinator, the legislative counsel, the official reporters of debates of the House and committees, employees of standing committees and of special and select committees, nor to all employees under the jurisdiction of such officer or official. If the virtues of this system are as advantageous to the employees of the officers coming within the purview of this act, why then are not its coveted provisions made applicable to the other nine-tenths of the employees of this House? Why also did the employees of the House Press Gallery request on the floor of the House during the time that this bill was under consideration to be exempted from its provisions and were immediately granted their request?

The answer to this question is evident. There is no desire on the part of any of the exempted employees to come within its restrictive and depreciating provisions. I am sure that there is not one single clerk to a committee, or any other employee of the House, that is desirous of being embraced by its provisions.

While there have been many restrictions applied in the administration of this act, there have, of course, been a number of steps taken to grant relief in a number of areas. Such steps by the committee have even been more than generous in a limited number of respects where the generous advances in salary given to a limited few have certainly raised many questions as to their desirability.

This office has found that while an employee on the rolls at the time this act became effective is protected in his pay status, the classification of many responsible, highly technical positions, have been classified in a manner that it will be almost impossible for the Clerk to secure competent employees to fill such positions after the present experienced and capable employees of long service leave. This process will bring on—in fact it has already started—a deterioration in the quality of the service to the House as a result of the inability to attract persons with superior talents needed to meet the growing services of the House.

I fully recognize the right of the House of Representatives to control by law or rule any of its housekeeping activities, but I am convinced that the Committee on House Administration in reporting this measure to the House was not fully aware of its portent, nor were its hazards and limitations presented to the House at the time it was under consideration. A full exposé of this act and

its implementation will convince any Member that we should repeal this act and return to the system developed by the House of Representatives in conducting its house-keeping affairs. Its implementation has demonstrated that we should return to the time-tested system which has been found desirable for nearly 200 years in the House of Representatives where there is no greater tenure than 2 years. Each House elects its Speaker and other officers and may completely change the complexion of the employment at any time it wishes. The House of Representatives is elected by the people every 2 years; it is responsive to the people, and must be able to function within itself in a manner that requires proper administration of its services.

ADDENDA

For more complete information and with the thought that it would be helpful for the Members to understand some of the conflicts brought about by the application of this law, the following table of changes is submitted. It will be observed that the position title is given, the level and step of the classification made, the present salary rate, and for comparison there follows the level and step and rate of pay that any new person being appointed to that particular position in the future would receive. Members will appreciate that in many instances a great disparity exists between the pay of the present incumbent and the pay that the new appointee would receive. In most instances it would take the new employee 28 years to ascend to the present pay rate of the position.

Mr. CORBETT. Mr. Chairman, I yield myself such time as I may consume.

Mr. Chairman, so far as the minority is concerned, this will conclude debate on this important measure. There is very little I need to add to what has been said and what is included in the report. Perhaps some emphasis should be placed on the fact this bill is overdue. We had a Presidential recommendation early in the calendar year for a pay raise.

The committee has labored long, it has had extensive hearings and executive sessions, and has now come forth with this bill. It is my understanding that some people in other branches of the Government are not entirely happy with the results that the committee has included in this bill. But as for myself, I have not seen any of the factors that gave rise to the desire for change in the bill as reported out last August. If the decisions we made in August were right then I do not know why they are not right today. The bulk of this bill other than as regards section 205 is going to have my wholehearted support.

At the time we were concluding executive sessions on the bill, the very sincere and hard-working gentleman from Arizona and myself, after defeat of one portion of the bill, talked over a vital section herein contained. I have reference to the section which deals with the pay of Cabinet officers, judges, members of the executive branch, and the Congress. The gentleman may have gotten the impression when I mentioned January 1967, I meant two raises included in this bill for October 1, 1965, and October 1, 1966, this to be added to the congressional salaries of 1967.

It was an honest misunderstanding. I meant that raises which occur subsequent to January 1967 should automati-

cally apply to these various groups including the Congressmen.

I am going to introduce an amendment to that effect. It would mean just this exactly—that nobody sitting here would be voting themselves 1 penny of pay raise either presently or in January of 1967 and that the only pay raise that might accrue that a person here might vote for would have to come after January 1967, and would become effective then in 1969.

There is all the difference in the world between voting a pay raise and voting for an automatic increase at some later date. Why should this happen? I am entirely in sympathy with the Udall formula—a year ago when it became a part of the pay raise bill and then was eliminated by the Senate. It was a mistake in my judgment because there comes a time in these salary schedules when salaries press up against the congressional level. We are not, and properly not, going to have executives and a number of judges and so on and so forth making salaries higher than elected Members of the Congress.

Then again when we do have that as a ceiling, it presses the whole salary schedule all the way down. Then you get into those things that we got into a year ago when, in order to let the steam off and let the salary schedules go up, we were confronted with the business here of having to increase congressional salaries by \$7,500 all in one fell swoop. That is simply poor managing.

So, therefore, in entire support of the Udall section that is in this bill, I am simply going to propose that we put it off so that it does not become effective early enough to have any pay raise in this bill which might remain here for either this year or next year, accrue to any Member of the Congress elected for the term beginning January 1967.

Other than that, with a few minor changes, I find this bill very satisfactory. I hope we can pass it today. I hope we can move along and get the bill over to the Senate. I am reminded this is payday around here for our employees and it is a good day to pass a pay bill. I think also if we get on with our business we will be closer to the time when we can go home and attend to some other business.

The CHAIRMAN. The gentleman from Pennsylvania has consumed 7 minutes.

Mr. MORRISON. Mr. Chairman, I yield 1 minute to the gentleman from Indiana [Mr. MADDEN].

(Mr. MADDEN asked and was given permission to revise and extend his remarks.)

Mr. MADDEN. Mr. Chairman, I want to commend the gentleman from South Carolina [Mr. McMILLAN] for stating, a few moments ago, that he intends in the next session to ask for repeal of this so-called Reclassification Act which was passed in the closing days of the last session. I also commend the gentleman from Maryland, Congressman SAM FRIEDEL, for agreeing to call his subcommittee next session and hold hearings on the unfair and shortsighted reclassification salary legislation.

That bill penalizes four legislative offices, the most important offices in our congressional legislative system. If the bill is not repealed in the early days of the next session, it will continue to cripple the departments of the Clerk, the Sergeant at Arms, the Postmaster, and the Doorkeeper.

I should like to cite an example. I believe that some super professional expert from the Civil Service Commission came up here and used some of his book learning in order to try to reorganize the legislative processes.

For example, referring to the top employees of those four legislative offices, the Reclassification Act is so written that if a present top employee dies, resigns, or retires, getting \$18,035 a year, his successor will have to drop down to \$11,000. If another employee is the next lower bracket retires who is receiving \$13,290 a year, his successor would drop down to \$10,000. Under the terms of this Reclassification Act, it will take 20 years for him to work up to a salary income of his predecessor. I hope the House of Representatives corrects this and other inequities that this act inflicts on the four legislative offices above mentioned.

I wish to commend the Post Office and Civil Service Committee for bringing this present legislation to the floor of the House. As a former member of the Committee on Post Office and Civil Service, I wish to state that you have done a good job on this present legislation, and what I have said is not a criticism of your committee regarding this deplorable Reclassification Act that was passed in the closing days of the last session.

Mr. MORRISON. Mr. Chairman, I yield one-half minute to the gentleman from Louisiana [Mr. WAGGONER].

Mr. WAGGONER. Mr. Chairman, would the gentleman from Indiana [Mr. MADDEN] give me his attention for a moment?

Did I correctly understand the gentleman from Indiana to say that he appreciated the gentleman from Maryland [Mr. FRIEDEL], committing himself to a repeal of this Reclassification Act? He stated he was going to call hearings.

Mr. MADDEN. That is correct—hold hearings.

Mr. WAGGONER. I simply wished to clarify that point. I knew it was not the intent of the gentleman from Maryland to commit himself to repeal the Reclassification Act.

Mr. MORRISON. Mr. Chairman, I yield myself one-half minute.

I wish to take this time to express, I am sure, on behalf of so many Members of the House, our deep appreciation for the tremendous job that the gentleman from Arizona [Mr. UDALL] has done. He has approached this legislation, as author of the bill and as chairman of the subcommittee, with a great deal of patience and a tremendous amount of personal effort, attention, and dedication. He has certainly done a magnificent job.

Likewise, I certainly wish to compliment the subcommittee and the full committee on their outstanding job in reporting and bringing this bill to the floor.

Mr. Chairman, if there are no further requests for time, I shall yield back the balance of my time.

Mr. CUNNINGHAM. Mr. Chairman, I yield 1 minute to the gentleman from Michigan [Mr. GERALD R. FORD].

Mr. GERALD R. FORD. Mr. Chairman, I should like to ask the gentleman from Maryland [Mr. FRIEDEL] a question concerning the matter which was just discussed. Last year, as I recall, legislation was approved in the House and in the Senate to set up a new arrangement for employees of the House. It was alleged to be a great step forward. His persuasiveness convinced me that it had lots of merit and was flexible enough to take care of unusual circumstances. Could the gentleman from Maryland now explain to me what impact this bill has upon that legislation which we enacted a year ago?

Mr. FRIEDEL. This bill will have no impact on that legislation. An amendment would have to be offered, and it would not be germane. I assured the gentleman from South Carolina [Mr. McMILLAN] that I would schedule hearings in the early part of January. I should like to mention that, since the new reclassification bill went through, in 9 months we saved \$64,575.

Mr. GERALD R. FORD. Is the gentleman from Maryland still convinced that that legislation is desirable and is working well at the present time?

Mr. FRIEDEL. So far, I think so. I have not heard any complaints about it. But we will get into it in the early part of next year.

Mr. DONOHUE. Mr. Chairman, I earnestly hope this House, restricting its provisions, as originally intended, to career employees, will very soon approve this bill before us, H.R. 10281, the Federal Salary Adjustment Act of 1965.

The fundamental objective of this measure is to make such reasonable adjustments in current Federal salary rates as will bring them more into line with the salaries paid in private enterprise for the same levels and types of work.

I urge House approval of this objective not only because it is in full accord with accepted economic principles and modern business practices, but also because such approval will be a fulfillment of our congressional pledge and a rightful implementation of the recommendations made by two great Presidents of the United States.

Mr. Chairman, the enactment of the Federal civilian salary adjustments provided for in this bill is essential to give full faith and credit to the principles and policy of comparability of Federal and private enterprise salaries established by the two previous Congresses.

The record will show that when this comparability principle was first established by the 87th Congress, its enactment inspired a most wholesome climate of labor-management cooperation never before attained in the Government. The principle was applauded by management, endorsed by the public, and universally recognized as an entirely solid and valid concept which would equitably meet and satisfy the needs of both management and workers. However and

unfortunately, the record and the statistics demonstrate, despite the 3-year period in which the comparability policy has been recognized, not a single Federal salary has yet been brought to a close approximation of full and current comparability with the same position in private enterprise.

Mr. Chairman, I submit that the Federal and postal employees of our Government, at all levels, have a history of superior duty performance and loyalty to this country and I believe that it is not only economically right but, in a larger sense, it is in the best national interest to reasonably preserve and encourage their high morale and dedication. It is my additional belief that passage of this legislation will, indeed, serve as a most prudent inducement for recruitment, now and in the future, of the most desirable individuals for career postal and Federal service.

Mr. Chairman, because approval of this bill will accomplish the objectives I have outlined, which are undoubtedly in the greater public interest, and because it will be, at the same time, an extension of fair and just treatment to our faithful Federal employees in comparison with those of similar responsibilities in private industry, I urge the adoption of H.R. 10281.

Mr. ROSTENKOWSKI. Mr. Chairman, the legislation before us, H.R. 10281, to adjust the rates of basic compensation of certain officers and employees in the Federal Government, deserves the full support of this Congress. It is no mystery that a gap exists between Federal and private enterprise salaries for the same levels of work. This fact was clearly established through extensive congressional committee hearings when the comparability principle for Federal salaries was first developed and officially recommended by President Kennedy 4 years ago. Congress did not turn its back toward the Federal civilian employees but realistically pledged itself to adjust the inequities that existed with the enactment of Public Law 87-793 and further implemented by Public Law 88-426. A pledge that can be further fulfilled with the approval of this legislation.

Federal career employees are a dedicated group of people who take pride in their work in the administration of the varied functions of the Federal Government. But dedication cannot pay the rent, supply bodily nourishment, nor purchase needed clothing for these workers and their families. To meet these obligations one must be compensated to cope with economic changes that are established by private enterprise which controls the price structure of the goods consumed. As President Johnson declared in his message to Congress:

We do not have two standards of what makes a good employer in the United States: One standard for private enterprise and another for the Government. A double standard which puts the Government employee at a comparative disadvantage is shortsighted. In the long run, it costs more.

Under the major provisions of H.R. 10281 the principle of comparability is reaffirmed. Its chief goal provides for two separate salary adjustments, one to take effect October 1, 1965, and the second to

become effective a year later. These adjustments will benefit employees subject to the Classification Act of 1949; employees in the postal field service; certain Veterans' Administration Department of Medicine and Surgery personnel, Foreign Service officers and staff officers and employees, Agricultural Stabilization and Conservation county committee employees, legislative employees, and employees in the judicial branch.

The legislation improves Federal employees' overtime and holiday pay provisions in order to bring them closer to provisions of the kind widely accepted in modern, progressive private enterprise. This section particularly aids employees in the postal field service who have labored for years under an inequitable system in the field of overtime work and overtime pay; work on Saturday and Sunday and holidays. This adjustment is long overdue.

The bill takes into consideration the deficiency of reasonable severance pay allowances to Federal employees who are separated from the service through no fault of their own and who have not yet become eligible for immediate civil service retirement benefits. Section 112 of the bill adjusts this inequity by providing fair payment to the affected employee with special consideration given to the age of the individual who is asked to leave the service.

One other important section of the bill increases maximum authorized uniform allowance from \$100 to \$150 to Federal employees required to wear uniforms. This is the first such increase in uniform allowance in 11 years and it is greatly needed, especially to the postal employees in the lower salary levels who face increased costs in procuring their uniforms.

The legislation also adjusts other unfair conditions in the postal field service. Postal seniority salary adjustments recognizes the length of honorable service by an employee promoted from one level to another. Section 108 remedies a hardship faced by many postal employees in meeting the costs of relocation when they are assigned to new positions far removed from their present duty posts. With the many operational changes now taking place in the Post Office Department, such moves are not uncommon and the employee faces heavy added personal expenses in making a move.

Careful analysis of the legislation clearly indicates the justification of its enactment. Not only will it achieve adequate, up-to-date, and fair pay systems for Government personnel, but it will enable the Government to attract and retain in Federal service the best talent in America. With top-grade talent we can expect efficient operation.

I strongly recommend that this bill be passed as reported and urge approval by the Members of this House.

Mr. BOB WILSON. Mr. Chairman, I support H.R. 10281, the Government Employees Salary Comparability Act, which proposes to honor pledges by the Congress to effect comparability of pay between private enterprise and the Federal Government for the same levels of work. I trust this measure will expeditiously be

approved by the Congress and signed by the President.

Mr. ADDABBO. Mr. Chairman, I rise in support of H.R. 10281, the Government Employees Salary Comparability Act.

Mr. Chairman, I was a member of the Committee on Post Office and Civil Service during the 87th Congress when Public Law 87-793 was enacted. That law was designed to provide Federal salaries comparable to salaries in private enterprise, but we have not provided salaries in keeping with the intent of that law. The bill before us today is a step in that direction, but it falls short of the goal. Admittedly, H.R. 10281 is a compromise bill, and I believe that there should be no further compromise.

This bill provides long overdue improvements in our Federal employees' overtime and holiday pay provisions. Our postal workers have long suffered inequities in this area. Substitutes work many hours of overtime on a highly irregular schedule and receive no overtime—postal employees work Saturdays, Sundays, and holidays without any premium rates for same. H.R. 10281 corrects this situation and brings it into comparability with non-Federal salaries.

Mr. Chairman, a very important provision in H.R. 10281 is the provision for reasonable severance pay for Federal employees who lose their employment through no fault of their own and who are not eligible for immediate civil service retirement. This need has been very pointedly brought to the attention of a great many of us with the many cutbacks in Federal employment in some areas. The Defense Department's cutbacks have hit my district and the entire New York City metropolitan area with a very heavy impact. We have entirely too many instances of family men who have given many years of faithful service to our Government losing their jobs, too young for retirement and with children, who have no immediate entitlement to benefits to cushion the impact until they can find employment. We all know the difficulties that a man in his late thirties and forties encounters when he must start anew in employment.

The uniform allowance of up to \$100 yearly for those required to wear uniforms, usually employees in the lower salary levels, was enacted 11 years ago and there has been no change since. I am sure that we all realize that this figure is no longer realistic, and the modest increase to \$150 per year is more than justified.

Mr. Chairman, I believe that the bill before us is a modest one. Our loyal, hard-working postal and Federal employees deserve this recognition.

I urge my colleagues to support H.R. 10281 without any further crippling amendments.

Mr. WYATT. Mr. Chairman, since the pay raise for Federal employees was first proposed, I have been strongly in favor of it. I have been against the compromises reducing the amount of the pay raise. I am strongly opposed to any efforts made in the House to now reduce the proposed pay raise. It is meritorious and must be granted if our Federal employees are to be kept abreast of the

purchasing power of the dollar, which we all know has deteriorated since the last pay adjustment.

My only reservation has been that I feel strongly that there should be no congressional pay raise attached to this bill.

Mr. Chairman, it is a pleasure on my part to continue to support with all my strength this raise.

Mr. SCHISLER. Mr. Chairman, I am in favor of salary adjustments for our Government personnel, and have expressed my support for a salary increase for our Federal employees a number of times. But in light of the fact that a pay increase for Members of Congress was granted last year, I do not favor another raise starting in January of 1967.

I am for the amendment to H.R. 10281, the amendment will delete the section dealing with the pay raise for Members of Congress.

The amendment would in no way keep our Federal employees from receiving their well-deserved pay raise. It will affect only Members of Congress, who I feel at this point are not justified in asking for a raise in salary.

Mr. HALPERN. Mr. Chairman, I wish to take this opportunity to express my strong support for the pending proposal to raise the salaries of Federal employees. Perhaps never before has the need for well-trained, intelligent, and alert civil servants been as fully explored and as widely admitted as today. Those men and women whose responsibility it is to administer the domestic and international policies of our Nation have assumed unparalleled significance. Yet these individuals, who have taken on greater responsibility and an increased workload, have had to be satisfied with a salary which continues to fall farther and farther behind that paid by private industry for comparable work.

In the past, legislation to raise Federal salaries has not been notably consistent or well thought out. Instead, it has been developed in a more or less haphazard fashion. Typically it has brought too little, too late.

In 1962 we wrote into the Salary Reform Act an important and constructive principle which was to serve as a guide for determining the appropriate level of Federal salaries. This principle of comparability provides an equitable and systematic yardstick by which to determine amount and timing for Federal pay raises.

On the basis of this principle, President Kennedy recommended that the Bureau of Labor Statistics and the Civil Service Commission draw up a scale comparing the increased Federal salaries with those of private industry for similar levels of work.

The President's Special Panel on Federal Salaries reported on April 15, 1965, that in private enterprise salaries had increased by 3 percent in the year ending March 1964. A similar rise was predicted for the entire fiscal year 1965. On the basis of this report, the President submitted to Congress in his message of May 12, 1965, a request for pay increases.

In reporting out H.R. 10281, the Committee on Post Office and Civil Service

noted that the comparability principle had been recommended by President Kennedy and enacted into law 3 years ago. Since then, unfortunately, not a single Federal salary had been brought to even a close approximation of full and current comparability with its opposite number in private enterprise.

To allow another year to elapse without acting on this principle would be unfair to the individual Government employees and detrimental to the Government as a whole.

Government employees are having to shoulder an increasing workload each year. For example, the Postmaster General pointed out that six times as many postal employees are now handling 13 times as much mail as in 1890. The number of postal employees has increased by 59 percent since 1940, but the volume of mail has gone up by 128 percent. The postal employees themselves are primarily responsible for this great improvement in productivity and efficiency. As a reward, the postal employee is forced to make ends meet on a salary substantially below that which his services could command if he were employed by private industry. Clearly, these fine men deserve increased pay, extra compensation for work performed in excess of 8 hours a day, and work on Sundays.

In addition to the financial problem, this is a morale-shattering situation. The average Government employee can do little about his situation. He must depend upon Congress to look after his interests and to assure him just treatment. Congress has too often failed to do this in the past. This is an obligation which Congress must face now and deal with honestly, fairly, and promptly. It is essential that Congress honor its pledge before this session adjourns.

And we must be concerned not only with the rights and needs of the individual employee, but with the good of the Government and the Nation as a whole. To place the Government as an employer at a continuous disadvantage comparatively to private enterprise is to pursue a penny-wise-pound-foolish policy. Not only has the workload expanded as a result of the postwar population boom and the cold-war defense demands, but problems of greater complexity and scope have exerted strong pressures for specialized and improved governmental services.

Trained and capable experts are essential if the Government is to maintain the high level of efficiency and competence necessary to stay abreast of the times. These experts are in great demand in both Government and private industry. All too often the Government takes second choice or loses out completely because it cannot compete on the labor market by offering lower wages and fewer fringe benefits. Key positions have remained vacant for long periods.

This not only is inefficient in that it wastes the taxpayers' money, but it will also seriously hamper our ability domestically and internationally to achieve wise and efficient policy. The pace of the sixties is such that the loss of talent and efficiency will substantially reduce our ability to complete successfully the

domestic reforms needed, will seriously jeopardize our efforts to maintain leadership in international relations.

Obviously, this situation cannot be allowed to continue. Legislation must be enacted as soon as possible that will enable the Federal Government to compete reasonably with business for a fair share of the Nation's talent. The enactment of H.R. 10281 would help redress this situation by raising Federal salaries and closing the gap separating Federal salaries from those paid by private industry.

H.R. 10281 also attempts to bring Government into closer approximation with private industry in terms of other benefits. To take one example, this bill includes a provision setting up a system of severance pay for Federal employees who lose their jobs through no fault of their own. The unfortunate closing of shipyards produced many such cases. Severance pay to these employees would equal the sum of 1 week's pay for each year of service beyond 10 years, plus 10 percent of the basic severance allowance for each year the employee was over age 40. This provision supports the criteria of loyalty, service, and need by rewarding experience while giving added aid to older workers who are most likely to have difficulty finding reemployment. Further payments would terminate immediately in the event that an individual is reemployed by the Government during a period covered by severance pay.

The competence of our civil service surpasses that of any other nation. The Federal Government cannot long maintain this standard if it is forced to compete at an increasing disadvantage. Furthermore, it is only fair and proper that all Federal employees—from messengers to administrators—should be rewarded not only with words, but with adequate and comparable salaries as well. Thus, to fulfill our pledge to the Federal employees, to insure the greatest efficiency and competency in our Government, and, in the long run, to save the taxpayers' money, I urge the prompt enactment of H.R. 10281.

Mr. WALKER of Mississippi. Mr. Chairman, I join my colleagues in support of legislation to increase the wages of the many underpaid postal and other Federal employees. I am well aware that generally, the wages of these people fall short of comparable positions in private business. And I also join my colleagues who say the congressional salary is not enough and I could certainly use an additional 4½ percent. But I must oppose any measure to increase congressional and judicial salaries at this time.

This past weekend I had the opportunity of serving as minority House Member at the hearings in New Orleans and Baton Rouge on the devastation of Hurricane Betsy. You cannot imagine until you see and hear firsthand the number of people left homeless by this hurricane.

The point I wish to make is this: The majority of these people presently have no legal means of getting Federal assistance to meet their personal needs. These are low-income people who in many cases cannot meet the require-

ments for small business or other Federal loans.

I cannot sit here and vote myself a pay increase even though it would be a great deal of help in meeting the expenses of being a Congressman, while I know that there are those in Louisiana and Mississippi who are in critical need of financial help and cannot get it.

I urge my colleagues, before you vote yourselves this increase, consider those people, not just in Mississippi and Louisiana, but all over the country who need this money. Let us not vote to increase our own salaries, when there are so many with a much greater need than ours.

With this problem resolved, we can then go on to pass the provisions giving the Federal employees, who really do need a pay increase, their ample compensation.

Mr. BOLAND. Mr. Chairman, I rise in favor of H.R. 10281, the Government Employees Salary Comparability Act. This legislation will adjust the rates of basic compensation of Federal employees and establish the Federal Salary Review Commission.

By supporting this bill we honor the pledges made by the Congress, and two Presidents, our late beloved President John Fitzgerald Kennedy and President Lyndon Johnson, that Federal salary rates shall be comparable with those paid by private enterprise for the same levels of work. I have long supported the principle of comparability in determining pay for employees of the Government. In my opinion, the only fair and accurate system to be used in determining what Federal employees should be paid is to pay them on the same basis as those employed in outside industry.

I am pleased that this legislation also achieves a major breakthrough in the improvement of Federal employees' overtime and holiday pay provisions in order to bring them closer to provisions of the kind widely accepted in modern, progressive private enterprise. Substitute employees, who perform a great deal of postal work, receive only straight hourly rate pay despite the length or the irregularity of their daily and weekly duty assignments, or whether they work on Saturday and Sunday. This unjust situation is corrected in this bill, which establishes fair, moderate and, workable premium pay requirements for overtime and holiday work.

Mr. Chairman, another serious deficiency in Federal employee benefits is corrected by provisions of the bill granting fair and reasonable severance pay allowances to Federal employees who are separated from the service through no fault of their own and have not yet become eligible for immediate civil service benefits. This bill also raises the maximum authorized uniform allowance by \$50, from \$100 established 11 years ago, to \$150 per year, thus reflecting the cost of living and increasing cost of uniforms during that period.

I am also particularly interested in one provision of the bill establishing a needed remedy for a serious gap in postal personnel statutes, which already is imposing hardship on my postal employees. It is the provision for relocation expenses

payment, a practice made in private industry. As a result of the transition of the postal transportation and distribution operations to the new "sectional center" system, and the further aggravations caused by moving into the ZIP code and distribution plan, many postal employees have suffered, or in the near future will encounter severe disruptions of their lives accompanied by heavy added personal expenses when they are assigned to new positions away from their present duty posts. This bill provides for a per diem allowance for each member of the family of a postal employee while traveling to a new duty station, and subsistence expenses for himself and his family for up to 30 days while they occupy temporary quarters at the place of his new official station. In addition, the employee will be granted 7 days of leave with pay not charged to his annual leave.

Mr. Chairman, I urge my colleagues to vote for this bill.

Mr. GILBERT. Mr. Chairman, I rise in support of H.R. 10281, the Federal Salary Adjustment Act of 1965. This bill will give a 4½ percent salary increase to Federal employees, effective October 1, 1965, and a further increase, based on the comparability provisions of the bill, a year later.

Mr. Chairman, since coming to Congress I have supported and worked for equitable pay increases and other legislation in the interest and welfare of our postal and classified Federal workers. If we are to have a high level of efficiency in our Government service, and if we are to retain loyal and dedicated workers and maintain their morale, we must provide adequate pay and fair and equitable work standards.

There are many Federal employees in my congressional district, and especially post office workers, and I know personally that a large percentage of them are forced to hold extra jobs in order to maintain a decent standard of living for their families.

The pay increase offered in this bill is greatly needed. The Federal pay bill of 1962 included a pledge by Congress to grant a true comparability with private industry. Postal and classified salaries are lagging 6 percent behind comparable rates for private industry. I had introduced a 7-percent pay increase bill and testified before the House Post Office and Civil Service Committee for my bill and similar bills for a larger increase. I am disappointed the increase provided in this bill before us is not greater and more in keeping with the present day cost of living.

H.R. 10281 makes needed improvements in the overtime and holiday pay provisions of Federal employees and brings them closer to provisions accepted in private industry. In addition to overtime pay adjustments, a new and just concept of severance pay is provided, with reasonable compensation to assist Federal employees over difficult transition periods when they are separated from Government service through no fault of their own. The bill establishes a standard 5-day, Monday to Friday workweek for postal employees and it also corrects present transitional in-

equities between senior and junior employees. Postal employees will receive additional relocation compensation when transferred from one station to another.

I am pleased that the bill sets up a Federal Salary Review Commission, which I had proposed in my own bill.

I have taken the time to mention only some of the major provisions of H.R. 10281. I urge my colleagues in the House to vote with me for passage of this legislation, which will go a long way toward improving the working and living conditions of our thousands of Federal workers.

Mr. HORTON. Mr. Chairman, recognizing that compensation comparability for Federal employees is essential if we are to maintain a high-quality career civil service, I am pleased to announce my support of H.R. 10281.

The provisions of this bill, with the single exception of more money for Members of Congress—and I shall vote to reject that section, are sound and in keeping with our congressional commitment to adequate pay for the men and women who are the fiber of our National Government.

Too often the popular view of pay legislation benefiting Federal employees is that it is just another pay raise for the civil servants. But, quite frequently what we do in this regard makes the difference between the country's keeping in its employ those with the training, abil-

ity, and motivation to properly administer important Government responsibilities or causing them to become disenchanted with Federal service because of inadequate remuneration and deciding to find work in the private sector. When this happens, it not only is a personal loss but it also represents a considerable cost to the taxpayer because of the expense in finding a new employee and then equipping him to discharge the duties of the post.

Therefore, I always include in my examination of the arithmetic involved in pay legislation the very pertinent factor of what it will cost us, as a nation, should we fail to structure the salaries of Federal employees on a basis comparable to that of private enterprise.

Anyone who is personally acquainted with the people who serve this country as employees of the Federal agencies, departments, bureaus, and so on knows the good fortune which is America's by virtue of the tremendous dedication, integrity, and willingness to sacrifice which these people possess. The postal clerks and carriers, the men and women in the Immigration and Naturalization Service, social security offices, Small Business Administration, and throughout the executive branch of Government are patriots in their own right. They love their country, find pleasure in working for its betterment, encourage others in their families to join the civil service,

and in hundreds of other ways do their utmost to assure the operation of an economical and efficient Government.

For their loyalty, I believe we must assure that Federal pay scales are kept at a level comparable with what they easily could earn in non-Federal employment. That opportunity is now at hand in H.R. 10281, and I conclude my remarks by repeating my intention to vote for its passage.

Mr. MORRISON. Mr. Chairman, there are no further requests for time on this side. I yield back the balance of my time.

The CHAIRMAN. The Clerk will read.

The Clerk read as follows:

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That this Act may be cited as the "Government Employees Salary Comparability Act of 1965".

TITLE I

Short title

SECTION 101. This title may be cited as the "Federal Salary Adjustment Act of 1965".

Employees subject to Classification Act of 1949

SEC. 102. (a) Section 603(b) of the Classification Act of 1949, as amended (78 Stat. 400; 5 U.S.C. 1113(b)), is amended to read as follows:

"(b) Except as provided in section 111(b) of the Federal Salary Adjustment Act of 1965, the compensation schedule for the General Schedule shall be as follows:

Grade	Per annum rates and steps									
	1	2	3	4	5	6	7	8	9	10
GS-1	\$3,538	\$3,658	\$3,778	\$3,898	\$4,018	\$4,138	\$4,258	\$4,378	\$4,498	\$4,618
GS-2	3,843	3,974	4,105	4,236	4,367	4,498	4,629	4,760	4,891	5,022
GS-3	4,185	4,326	4,467	4,608	4,749	4,890	5,031	5,172	5,313	5,454
GS-4	4,680	4,837	4,994	5,151	5,308	5,465	5,622	5,779	5,936	6,093
GS-5	5,230	5,402	5,574	5,746	5,918	6,090	6,262	6,434	6,606	6,778
GS-6	5,755	5,948	6,141	6,334	6,527	6,720	6,913	7,106	7,299	7,492
GS-7	6,322	6,531	6,740	6,949	7,158	7,367	7,576	7,785	7,994	8,203
GS-8	6,927	7,157	7,387	7,617	7,847	8,077	8,307	8,537	8,767	8,997
GS-9	7,545	7,801	8,057	8,313	8,569	8,825	9,081	9,337	9,593	9,849
GS-10	8,256	8,538	8,820	9,102	9,384	9,666	9,948	10,230	10,512	10,794
GS-11	9,040	9,348	9,656	9,964	10,272	10,580	10,888	11,196	11,504	11,812
GS-12	10,711	11,082	11,453	11,824	12,195	12,566	12,937	13,308	13,679	14,050
GS-13	12,618	13,057	13,496	13,935	14,374	14,813	15,252	15,691	16,130	16,569
GS-14	14,808	15,320	15,832	16,344	16,856	17,368	17,880	18,392	18,904	19,416
GS-15	17,200	17,796	18,392	18,988	19,584	20,180	20,776	21,372	21,968	22,564
GS-16	19,790	20,474	21,158	21,842	22,526	23,210	23,894	24,578	25,262	
GS-17	22,410	23,194	23,978	24,762	25,546					
GS-18	25,602									

(b) Except as provided in section 504(d) of the Federal Salary Reform Act of 1962 (78 Stat. 412; 5 U.S.C. 1173(d)), the rates of basic compensation of officers and employees to whom the compensation schedule sets forth in subsection (a) of this section applies shall be initially adjusted as of the effective date of this section, as follows:

(1) If the officer or employee is receiving basic compensation immediately prior to the effective date of this section at one of the rates of a grade in the General Schedule of the Classification Act of 1949, as amended, he shall receive a rate of basic compensation at the corresponding rate in effect on and after such date.

(2) If the officer or employee is receiving basic compensation immediately prior to the effective date of this section at a rate between two rates of a grade in the General Schedule of the Classification Act of 1949, as amended, he shall receive a rate of basic compensation at the higher of the two corresponding rates in effect on and after such date.

(3) If the officer or employee is receiving basic compensation immediately prior to the effective date of this section at a rate in excess of the maximum rate for his grade, he shall receive (A) the maximum rate for his grade in the new schedule, or (B) his existing rate of basic compensation if such existing rate is higher.

(4) If the officer or employee, immediately prior to the effective date of this section, is receiving, pursuant to section 2(b)(4) of the Federal Employees Salary Increase Act of 1955, an existing aggregate rate of compensation determined under section 208(b) of the Act of September 1, 1954 (68 Stat. 1111), plus subsequent increases authorized by law, he shall receive an aggregate rate of compensation equal to the sum of his existing aggregate rate of compensation, on the day preceding the effective date of this section, plus the amount of increase made by this section in the maximum rate of his grade, until (i) he leaves his position, or (ii) he is entitled to receive aggregate compensation at a higher rate by reason of the

operation of this Act or any other provision of law; but, when such position becomes vacant, the aggregate rate of compensation of any subsequent appointee thereto shall be fixed in accordance with applicable provisions of law. Subject to clauses (i) and (ii) of the immediately preceding sentence of this paragraph, the amount of the increase provided by this section shall be held and considered for the purposes of section 208(b) of the Act of September 1, 1954, to constitute a part of the existing rate of compensation of the employee.

Redeterminations of acceptable levels of competence

SEC. 103. Section 701 of the Classification Act of 1949, as amended (5 U.S.C. 1121), is amended by adding the following new subsection at the end thereof:

"(c) Whenever a determination is made under subsection (a) of this section that the work of an officer or employee is not of an acceptable level of competence, he shall promptly be given written notice of the determination and an opportunity to secure a

reconsideration of the determination within his department, under fair and equitable procedures which shall be established by the Commission. If the reconsideration results in a determination that the work of such officer or employee had been of an acceptable level of competence, the new determination shall supersede the earlier determination and shall be deemed to have been made as of the date of the earlier determination. If the earlier determination is affirmed by his department, the employee shall have the right of appeal to the Commission. The Commission shall review such number of reconsideration decisions of the departments to enable the Commission to determine whether they are being made in a fair and equitable manner."

Overtime compensation

SEC. 104. (a) Sections 201 and 202 of the Federal Employees Pay Act of 1945, as amended (68 Stat. 1109; 5 U.S.C. 911 and

912), are each amended by striking out "grade GS-9" and inserting in lieu thereof "grade GS-10".

(b) Section 201 of the Federal Employees Pay Act of 1945, as amended (68 Stat. 1109; 5 U.S.C. 911), is amended by striking out "All hours of work officially ordered or approved in excess of forty hours in any administrative workweek" and inserting in lieu thereof "All hours of work officially ordered or approved in excess of eight hours per day or in excess of forty hours in any administrative workweek".

(c) Section 204 of the Federal Employees Pay Act of 1945, as amended (68 Stat. 1110; 5 U.S.C. 912b), is amended by adding at the end thereof the following sentence: "To the maximum extent practicable, the head of any department, independent establishment, or agency, including Government-owned or controlled corporations, or of the municipal government of the District of Columbia, or

the head of any legislative or judicial agency to which this title applies, shall schedule the time to be spent by an officer or employee in a travel status away from his official duty station within the regularly scheduled workweek of such officer or employee."

Postal field service employees

SEC. 105. (a) Section 3542(a) of title 39, United States Code, is amended to read as follows:

"(a) There is established a basic compensation schedule for positions in the postal field service which shall be known as the Postal Field Service Schedule and for which the symbol shall be 'PFS'. Except as provided in section 111(b) of the Federal Salary Adjustment Act of 1965 and in sections 3543 and 3544 of this title, basic compensation shall be paid to all employees in accordance with such schedule.

"Postal Field Service Schedule

"PFS	Per annum rates and steps											
	1	2	3	4	5	6	7	8	9	10	11	12
1	\$4,120	\$4,256	\$4,392	\$4,528	\$4,664	\$4,800	\$4,936	\$5,072	\$5,208	\$5,344	\$5,480	\$5,616
2	4,465	4,611	4,757	4,903	5,049	5,195	5,341	5,487	5,633	5,779	5,925	6,071
3	4,822	4,984	5,146	5,308	5,470	5,632	5,794	5,956	6,118	6,280	6,442	6,604
4	5,230	5,402	5,574	5,746	5,918	6,090	6,262	6,434	6,606	6,778	6,950	7,122
5	5,585	5,773	5,961	6,149	6,337	6,525	6,713	6,901	7,089	7,277	7,465	7,653
6	5,990	6,189	6,388	6,587	6,786	6,985	7,184	7,383	7,582	7,781	7,980	8,179
7	6,418	6,632	6,846	7,060	7,274	7,488	7,702	7,916	8,130	8,344	8,558	
8	6,949	7,179	7,409	7,639	7,869	8,099	8,329	8,559	8,789	9,019		
9	7,511	7,762	8,013	8,264	8,515	8,766	9,017	9,268	9,519	9,770		
10	8,181	8,458	8,735	9,012	9,289	9,566	9,843	10,120	10,397	10,674		
11	9,040	9,348	9,656	9,964	10,272	10,580	10,888	11,196	11,504	11,812		
12	10,000	10,340	10,680	11,020	11,360	11,700	12,040	12,380	12,720	13,060		
13	11,052	11,433	11,814	12,195	12,576	12,957	13,338	13,719	14,100	14,481		
14	12,185	12,608	13,031	13,454	13,877	14,300	14,723	15,146	15,569	15,992		
15	13,465	13,930	14,395	14,860	15,325	15,790	16,255	16,720	17,185	17,650		
16	14,882	15,399	15,916	16,433	16,950	17,467	17,984	18,501	19,018	19,535		
17	16,463	17,038	17,613	18,188	18,763	19,338	19,913	20,488	21,063	21,638		
18	18,240	18,877	19,514	20,151	20,788	21,425	22,062	22,699	23,336	23,973		
19	20,215	20,920	21,625	22,330	23,035	23,740	24,445	25,150				
20	22,410	23,194	23,978	24,762	25,546							

(b) Section 3543(a) of title 39, United States Code, is amended to read as follows:

"(a) There is established a basic compensation schedule which shall be known

as the Rural Carrier Schedule and for which the symbol shall be 'RCS'. Except as provided in section 111(b) of the Federal Sal-

ary Adjustment Act of 1965, compensation shall be paid to rural carriers in accordance with this schedule.

"Rural carrier schedule

	"Per annum rates and steps											
	1	2	3	4	5	6	7	8	9	10	11	12
Carrier in rural delivery service; fixed compensation per annum	\$2,350	\$2,462	\$2,574	\$2,686	\$2,798	\$2,910	\$3,022	\$3,134	\$3,246	\$3,358	\$3,470	\$3,582
Compensation per mile per annum for each mile up to 30 miles of route	86	88	90	92	94	96	98	100	102	104	106	108
For each mile of route over 30 miles	25	25	25	25	25	25	25	25	25	25	25	25"

(c) Section 3544(a) of title 39, United States Code, is amended to read as follows:

"(a) There is established a basic compensation schedule which shall be known as the Fourth Class Office Schedule and for which

the symbol shall be 'FOS', for postmasters in post offices of the fourth class which is based on the revenue units of the post office for the preceding fiscal year. Except as provided in section 111(b) of the Federal

Salary Adjustment Act of 1965, basic compensation shall be paid to postmasters in post offices of the fourth class in accordance with this schedule.

"Fourth class office schedule

"Revenue units	Per annum rates and steps											
	1	2	3	4	5	6	7	8	9	10	11	12
30 but less than 36	\$3,936	\$4,067	\$4,198	\$4,329	\$4,460	\$4,591	\$4,722	\$4,853	\$4,984	\$5,115	\$5,246	\$5,377
24 but less than 30	3,643	3,763	3,883	4,003	4,123	4,243	4,363	4,483	4,603	4,723	4,843	4,963
18 but less than 24	3,009	3,110	3,211	3,312	3,413	3,514	3,615	3,716	3,817	3,918	4,019	4,120
12 but less than 18	2,360	2,436	2,512	2,588	2,664	2,740	2,816	2,892	2,968	3,044	3,120	3,196
6 but less than 12	1,701	1,755	1,809	1,863	1,917	1,971	2,025	2,079	2,133	2,187	2,241	2,295
Less than 6	1,372	1,416	1,460	1,504	1,548	1,592	1,636	1,680	1,724	1,768	1,812	1,856"

(d) The basic compensation of each employee subject to the Postal Field Service Schedule, the Rural Carrier Schedule, or the Fourth Class Office Schedule immediately prior to the effective date of this section shall be determined as follows:

(1) Each employee shall be assigned to the same numerical step for his position which he had attained immediately prior to such effective date. If changes in levels or steps would otherwise occur on such effective date without regard to enactment of this title, such changes shall be deemed to have occurred prior to conversion.

(2) If the existing basic compensation is greater than the rate to which the employee is converted under paragraph (1) of this subsection, the employee shall be placed in the lowest step which exceeds his basic compensation. If the existing basic compensation exceeds the maximum step of his position, his existing basic compensation shall be established as his basic compensation.

Postal seniority salary adjustments

SEC. 106. Section 3552(d) of title 39, United States Code, is amended to read as follows:

"(d) Notwithstanding any other provision of this section, the Postmaster General shall advance any employee in the postal field service who—

"(1) was promoted to a higher level between July 9, 1960, and October 13, 1962; and

"(2) is senior with respect to total postal service to an employee in the same post office promoted to the same level on or after October 13, 1962, and is in a step in the same level below the step of the junior employee. Such advancement by the Postmaster General shall be to the highest step which is held by any such junior employee. Any increase under the provisions of this subsection shall not constitute an equivalent increase and credit earned prior to adjustment under this subsection for advancement to the next step shall be retained."

Postal service overtime and holiday compensation

SEC. 107. (a) Section 3571 of title 39, United States Code, is amended to read as follows:

"§ 3571. Maximum hours of work

"Employees may not be required to work more than twelve hours a day except for emergencies as determined by the Postmaster General. The work schedule of an annual rate or hourly rate regular employee shall be regulated so that the eight hours of scheduled service does not extend over a longer period than ten consecutive hours. The work span of any other employee shall not extend over a longer period than twelve consecutive hours. A basic workweek is established for all postal field service employees, consisting of five eight-hour days excluding Saturday and Sunday. To provide service on days other than those included in the basic workweek, the Postmaster General shall establish work schedules in advance for annual rate regular employees consisting of five eight-hour days in each week. To the maximum extent possible, senior annual rate regular employees shall be assigned to the basic workweek, except for any such senior annual rate regular employee who expresses a preference for a workweek other than the basic workweek."

(b) Section 3573 of title 39, United States Code, is amended to read as follows:

"§ 3573. Compensatory time, overtime, and holidays

"(a) In emergencies or if the needs of the service require, the Postmaster General may require employees to perform overtime work or to work on holidays. Overtime work is any work officially ordered or approved which is performed by—

"(1) an annual rate regular employee in excess of his regular work schedule or on a Sunday,

"(2) an hourly rate regular employee (A) in excess of eight hours in a day, (B) in excess of forty hours in a week, or (C) on a Sunday, and

"(3) a substitute employee (A) in excess of eight hours a day or (B) in excess of forty hours a week.

"(b) For each hour of overtime work, an employee in the PFS schedule shall be compensated as follows:

"(1) Each employee in or below salary level PFS-10 shall be paid at the rate of 150 per centum of the hourly rate of basic compensation for his level and step computed by dividing the scheduled annual rate of basic compensation by 2,080.

"(2) Each employee in or above salary level PFS-11 shall be granted compensatory time equal to the overtime work, or, in the discretion of the Postmaster General, in lieu thereof shall be paid at the rate of 150 per centum of the hourly rate of basic compensation of the employee or of the hourly rate of the basic compensation for the highest step rate of salary level PFS-10, whichever is the lesser.

"(c) For officially ordered or approved time worked on a day referred to as a holiday in the Act of December 26, 1951 (55 Stat. 862; 5 U.S.C. 87b), or on a day designated by Executive order as a holiday for Federal employees, under regulations prescribed by the Postmaster General, an employee in the PFS schedule shall be paid, in lieu of all other compensation, as follows:

"(1) Each employee in or below salary level PFS-10 shall be paid at the rate of 200 per centum of the hourly rate of basic compensation for his level and step computed by dividing the scheduled annual rate of basic compensation by 2,080.

"(2) Each employee in or above salary level PFS-11 shall be granted compensatory time in an amount equal to the time worked on such holiday within thirty working days thereafter or, in the discretion of the Postmaster General, in lieu thereof shall be compensated for the time so worked at the rate of 200 per centum of the hourly rate of basic compensation for his level and step computed by dividing the scheduled annual rate of basic compensation by 2,080.

Notwithstanding any other provision of this subsection, for work performed on Christmas Day, each employee shall be paid at the rate of 250 per centum of the hourly rate of basic compensation for his level and step computed by dividing the scheduled annual rate of basic compensation by 2,080.

"(d) The Postmaster General shall establish conditions for the use of compensatory time earned and the payment of compensation for unused compensatory time.

"(e) If an employee is entitled under this section to unused compensatory time at the time of his death, the Postmaster General shall pay at the rate prescribed in this section, but not less than a sum equal to the employee's hourly basic compensation, for each hour of such unused compensatory time to the person or persons surviving at the date of such employee's death. Such payment shall be made in the order of precedence prescribed in the first section of the Act of August 3, 1950 (5 U.S.C. 61f), and shall be a bar to recovery by any other persons of amounts so paid.

"(f) Notwithstanding any provision of this section, other than subsection (e), no employee shall be paid overtime or holiday compensation for a pay period which when added to his basic compensation for the pay period exceeds one twenty-sixth of the annual rate of basic compensation for the highest step of salary level PFS-17.

"(g) For the purposes of this section and section 3571 of this title—

"(1) 'annual rate regular employee' means an employee for whom the Postmaster General has established a regular work schedule consisting of five eight-hour days in accordance with section 3571 of this title;

"(2) 'hourly rate regular employee' means an employee for whom the Postmaster General has established a regular work schedule consisting of not more than forty hours a week; and

"(3) 'substitute employee' means an employee for whom the Postmaster General has not established a regular work schedule."

(c) Section 3575 of title 39, United States Code, is amended to read as follows:

"§ 3575. Exemptions

"(a) Sections 3571, 3573, and 3574 of this title do not apply to postmasters, rural carriers, postal inspectors, and employees in salary level PFS-15 and above.

"(b) Sections 3571 and 3573 of this title do not apply to employees referred to in section 3581 of this title.

"(c) Section 3571 of this title does not apply to employees in post offices of the third class."

Postal employees relocation expenses

SEC. 108. (a) That part of chapter 41 of title 39, United States Code, which precedes the center heading "Special Classes of Employees" and section 3111 thereof, is amended by inserting at the end thereof the following new section:

"§ 3107. Postal employees relocation expenses

"Notwithstanding any other provision of law, each employee in the postal field service who is transferred or relocated from one official station to another shall, under regulations promulgated by the Postmaster General, be granted the following allowances and expenses:

"(1) Per diem allowance, in lieu of subsistence expenses, for each member of his immediate family, while en route between his old and new official stations, not in excess of the maximum per diem rates prescribed by or pursuant to law for employees of the Federal Government.

"(2) Subsistence expenses of the employee and each member of his immediate family for a period of not to exceed thirty days while occupying temporary quarters at the place of his new official duty station, but not in excess of the maximum per diem rates prescribed by or pursuant to law for employees of the Federal Government.

"(3) Seven days of leave with pay which shall not be charged to any other leave to which he is entitled under existing law."

(b) That part of the table of contents of such chapter 41 under the heading "Employees Generally" is amended by inserting "§ 3107. Postal employees relocation expenses." immediately below

"§ 3106. Special compensation rules."

Employees in the Department of Medicine and Surgery of the Veterans' Administration

SEC. 109. Section 4107 of title 38, United States Code, relating to grades and pay scales for certain positions within the Department of Medicine and Surgery of the Veterans' Administration, is amended to read as follows:

"§ 4107. Grades and pay scales

"(a) Except as provided in section 111(b) of the Federal Salary Adjustment Act of 1965, the per annum full-pay scale or ranges for positions provided in section 4103 of this title, other than Chief Medical Director and Deputy Chief Medical Director, shall be as follows:

"Section 4103 Schedule

"Assistant Chief Medical Director, \$25,602.
"Medical Director, \$22,410 minimum to \$25,545 maximum.

"Director of Nursing Service, \$17,200 minimum to \$22,564 maximum.

"Director of Chaplain Service, \$17,200 minimum to \$22,564 maximum.

"Chief Pharmacist, \$17,200 minimum to \$22,564 maximum.

"Chief Dietitian, \$17,200 minimum to \$22,564 maximum.

"(b) (1) The grades and per annum full-pay ranges for positions provided in paragraph (1) of section 4104 of this title shall be as follows:

"Physician and dentist schedule

"Director grade, \$19,790 minimum to \$25,262 maximum.

"Executive grade, \$18,449 minimum to \$24,234 maximum.

"Chief grade, \$17,200 minimum to \$22,564 maximum.

"Senior grade \$14,808 minimum to \$19,416 maximum.

"Intermediate grade, \$12,618 minimum to

\$16,569 maximum.

"Full grade, \$10,711 minimum to \$14,050 maximum.

"Associate grade, \$9,040 minimum to \$11,812 maximum.

"Nurse schedule

"Assistant Director grade, \$14,808 minimum to \$19,416 maximum.

"Chief grade, \$12,618 minimum to \$16,569 maximum.

"Senior grade, \$10,711 minimum to \$14,050 maximum.

"Intermediate grade, \$9,040 minimum to \$11,812 maximum.

"Full grade, \$7,545 minimum to \$9,849 maximum.

"Associate grade, \$6,600 minimum to \$8,575 maximum.

"Junior grade, \$5,755 minimum to \$7,492

maximum.

"(2) No person may hold the director grade unless he is serving as a director of a hospital, domiciliary, center, or outpatient clinic (independent). No person may hold the executive grade unless he holds the position of chief of staff at a hospital, center, or outpatient clinic (independent), or the position of clinic director at an outpatient clinic, or comparable position."

Foreign Service officers; staff officers and employees

SEC. 110. (a) The fourth sentence of section 412 of the Foreign Service Act of 1946, as amended (22 U.S.C. 867), is amended to read as follows: "Except as provided in section 111(b) of the Federal Salary Adjustment Act of 1965, the per annum salaries of Foreign Service officers within each of the other classes shall be as follows:

*Class 1.....	\$23,670	\$24,636	\$25,602				
Class 2.....	19,117	19,781	20,445	\$21,109	\$21,773	\$22,437	\$23,101
Class 3.....	15,530	16,068	16,606	17,144	17,682	18,220	18,758
Class 4.....	12,618	13,057	13,496	13,935	14,374	14,813	15,252
Class 5.....	10,395	10,755	11,115	11,475	11,835	12,195	12,555
Class 6.....	8,668	8,966	9,264	9,562	9,860	10,158	10,456
Class 7.....	7,324	7,570	7,816	8,062	8,308	8,554	8,800
Class 8.....	6,322	6,531	6,740	6,949	7,158	7,367	7,576

(b) The second sentence of subsection (a) of section 415 of such Act (22 U.S.C. 870(a)) is amended to read as follows: "Except as

provided in section 111(b) of the Federal Salary Adjustment Act of 1965, the per an-

num salaries of such staff officers and employees within each class shall be as follows:

*Class 1.....	\$15,530	\$16,068	\$16,606	\$17,144	\$17,682	\$18,220	\$18,758	\$19,296	\$19,834	\$20,372
Class 2.....	12,618	13,057	13,496	13,935	14,374	14,813	15,252	15,691	16,130	16,569
Class 3.....	10,395	10,755	11,115	11,475	11,835	12,195	12,555	12,915	13,275	13,635
Class 4.....	8,668	8,966	9,264	9,562	9,860	10,158	10,456	10,754	11,052	11,350
Class 5.....	7,814	8,081	8,348	8,615	8,882	9,149	9,416	9,683	9,950	10,217
Class 6.....	7,060	7,295	7,530	7,765	8,000	8,235	8,470	8,705	8,940	9,175
Class 7.....	6,484	6,698	6,912	7,126	7,340	7,554	7,768	7,982	8,196	8,410
Class 8.....	5,740	5,933	6,126	6,319	6,512	6,705	6,898	7,091	7,284	7,477
Class 9.....	5,232	5,405	5,578	5,751	5,924	6,097	6,270	6,443	6,616	6,789
Class 10.....	4,630	4,837	4,994	5,151	5,308	5,465	5,622	5,779	5,936	6,093

(c) Foreign Service officers, Reserve officers, and Foreign Service staff officers and employees who are entitled to receive basic compensation immediately prior to the effective date of this section at one of the rates provided by section 412 or 415 of the Foreign Service Act of 1946 shall receive basic compensation, on and after such effective date, at the rate of their class determined to be appropriate by the Secretary of State.

Federal salary comparison and adjustment policy

SEC. 111. (a) Section 503 of the Federal Salary Reform Act of 1962 (76 Stat. 841; 5 U.S.C. 1172) is amended to read as follows:

"Implementation of policy

"SEC. 503. (a) In order to carry out the policy stated in section 502 of this Act, the President—

"(1) shall direct such agency or agencies, as he deems appropriate, annually to prepare and submit to him a report which compares the rates of salary, as fixed or authorized by or pursuant to law, for Federal employees with the rates of salary paid for the same levels of work in private enterprise as determined on the basis of appropriate annual surveys conducted by the Bureau of Labor Statistics; and

"(2) after seeking the views of such employee organizations as he deems appropriate and in such manner as he may provide, shall report annually to the Congress—

"(A) this comparison of Federal and private enterprise salary rates, and

"(B) such recommendations for revision of salary schedules, salary structures, and compensation policy, as he deems advisable.

"(b) Procedures established by the President under subsection (a) of this section for seeking the views of employee organizations shall provide authorized representatives of major Federal employee organizations the opportunity—

"(1) to review the findings of the most recent Bureau of Labor Statistics annual survey and the results of the comparison of Federal salary schedules with rates of salary in private enterprise, and

"(2) to submit their comments and recommendations for consideration.

Comments and recommendations submitted in accordance with clause (2) of the immediately preceding sentence shall be transmitted to the President with the report submitted to him, by the agency or agencies he directs, which compares the rates of salary fixed or authorized by or pursuant to law for Federal employees with the rates of salary paid for the same levels of work in private enterprise."

(b) (1) The rates of compensation and the ranges of rates of compensation provided by the amendments made by section 102(a), section 105 (a), (b), and (c), section 109, and section 110 (a) and (b) of this title, and the rates of compensation provided for by section 113, section 114 (a), (b), and (c), and section 115 of this title, shall be increased, effective on the first day of the first pay period which begins on or after October 1, 1966, by percentages which are equal to the sum of—

(A) one-half of the percentage by which salary rates paid for the same level of work in private enterprise for the months of February and March of 1965, determined in accordance with policies and procedures utilized in carrying out the provisions of section 503 of the Federal Salary Reform Act of 1962 (as in effect prior to the date of enactment of this title) exceed the rates and ranges of rates provided by the sections of this title referred to above, and

(B) the percentage by which salary rates paid for the same level of work in private enterprise for the months of February and March of 1966, determined in accordance with policies and procedures utilized in carrying out the provisions of the amendment

made by subsection (a) of this section, exceed such salary rates for the months of February and March of 1965, determined in accordance with policies and procedures utilized in carrying out the provisions of section 503 of the Federal Salary Reform Act of 1962 (as in effect prior to the date of enactment of this title).

The increased rates and ranges of rates of compensation (other than rates within the purview of sections 113, 114, and 115 of this title) which shall become effective as provided in this subsection shall—

(i) have the same effect as if they were specific statutory enactments,

(ii) be printed in the Statutes at Large in the same volumes as the public laws, and

(iii) be printed in the Federal Register.

(2) The provisions of—
(A) section 102(b) of this title (relating to officers and employees subject to the General Schedule of the Classification Act of 1949),

(B) section 105(d) of this title (relating to employees subject to the Postal Field Service Schedule, the Rural Carrier Schedule, and the Fourth Class Office Schedule), and

(C) section 110(c) of this title (relating to certain officers and employees subject to the Foreign Service Act of 1946)

shall govern, respectively, as of the effective date of this subsection, the application and operation of paragraph (1) of this subsection with respect to those officers and employees, respectively, within the purview of such sections. For the purposes of paragraph (1) of this subsection, the term "effective date of this section", "such date", and "such effective date", wherever used in such sections 102(b), 105(d), and 110(c), mean the effective date of this subsection.

(c) The President with respect to the executive branch and the appropriate authority concerned with respect to the legislative and

judicial branches, shall prescribe and issue, or provide for the preparation and promulgation of, such salary schedules, rates of salary, and ranges of salary rates as are necessary and appropriate to carry out the provisions, accomplish the purposes, and govern the administration, of subsection (b) of this section. Each salary rate shall be fixed at a whole dollar amount.

Severance pay

SEC. 112. (a) Except as provided in subsection (b) of this section, this section applies to each civilian officer or employee in or under—

(1) the executive branch of the Government of the United States, including each corporation wholly owned or controlled by the United States;

(2) the Library of Congress;

(3) the Government Printing Office;

(4) the General Accounting Office; or

(5) the municipal government of the District of Columbia.

(b) This section does not apply to—

(1) an officer or employee whose rate of basic compensation is fixed at a rate provided for one of the levels of the Federal Executive Salary Schedule or is in excess of the highest rate of grade 18 of the General Schedule of the Classification Act of 1949, as amended;

(2) an officer or employee serving under an appointment with a definite time limitation;

(3) an alien employee who occupies a position outside the several States and the District of Columbia;

(4) an officer or employee who is subject to the Civil Service Retirement Act, as amended, or any other retirement law or retirement system applicable to Federal officers or employees or members of the uniformed services, and who, at the time of separation from the service, has fulfilled the requirements for immediate annuity under any such law or system;

(5) an officer or employee who, at the time of separation from the service, is receiving compensation under the Federal Employees' Compensation Act, as amended, except one receiving this compensation concurrently with salary or on account of the death of another person;

(6) an officer or employee who, at the time of separation from the service, is entitled to receive other severance pay from the Government; or

(7) such other officers or employees as may be excluded by rules and regulations of the President or of such officer or agency as he may designate.

(c) An officer or employee to whom this section applies who is involuntarily separated from the service, on or after the effective date of this section, not by removal for cause on charges of misconduct, delinquency, or inefficiency, shall, under rules and regulations prescribed by the President or such officer or agency as he may designate, be paid severance pay in regular pay periods by the department, independent establishment, corporation, or other governmental unit, from which separated.

(d) Severance pay shall consist of two elements, a basic severance allowance and an age adjustment allowance. The basic severance allowance shall be computed on the basis of one week's basic compensation at the rate received, immediately before separation for each year of civilian service up to and including ten years for which severance pay has not been received under this or any other authority and two weeks' basic compensation at such rate for each year of civilian service beyond ten years for which severance pay has not been received under this or any other authority. The age adjustment allowance shall be computed on the basis of 10 per centum of the total basic severance allowance for each year by which the age of the recipient exceeds forty years

at the time of separation. Total severance pay received under this section shall not exceed one year's pay at the rate received immediately before separation.

(e) An officer or employee may be paid severance pay only after having been employed currently for a continuous period of at least twelve months.

(f) If an officer or employee is reemployed by the Federal Government or the municipal government of the District of Columbia before the expiration of the period covered by payments of severance pay, the payments shall be discontinued beginning with the date of reemployment and the service represented by the unexpired portion of the period shall be recredited to the officer or employee for use in any subsequent computations of severance pay. For the purposes of subsection (e), reemployment which causes severance pay to be discontinued shall be considered as employment continuous with that serving as the basis for the severance pay.

(g) If the officer or employee dies before the expiration of the period covered by payments of severance pay, the payments of severance pay with respect to such officer or employee shall be continued as if such officer or employee were living and shall be paid on a pay period basis to the survivor or survivors of such officer or employee in accordance with the first section of the Act of August 3, 1950 (5 U.S.C. 61f).

(h) Severance pay under this section shall not be a basis for payment, nor be included in the basis for computation, of any other type of Federal or District of Columbia Government benefits, and any period covered by severance pay shall not be regarded as a period of Federal or District of Columbia Government service or employment.

Agricultural Stabilization and Conservation county committee employees

SEC. 113. The rates of compensation of persons employed by the county committees established pursuant to section 8(b) of the Soil Conservation and Domestic Allotment Act (16 U.S.C. 590h(b)) shall be increased by amounts equal, as nearly as may be practicable, to the increases provided by section 102(a) of this Act for corresponding rates of compensation.

Legislative branch

SEC. 114. (a) Except as otherwise provided in this section, each officer or employee in or under the legislative branch of the Government, whose rate of compensation is increased by section 5 of the Federal Employees Pay Act of 1946, shall be paid additional compensation at the rate of $4\frac{1}{2}$ per centum of his gross rate of compensation (basic compensation plus additional compensation authorized by law).

(b) The total annual compensation in effect immediately prior to the effective date of this section of each officer or employee of the House of Representatives, whose compensation is disbursed by the Clerk of the House and is not increased by reason of any other provision of this section, shall be increased by an amount which is equal to the amount of the increase provided by subsection (a) of this section; except that this section shall not apply to the compensation of student congressional interns authorized by H. Res. 416 of the Eighty-ninth Congress.

(c) The rates of compensation of employees of the House of Representatives whose compensation is fixed by the House Employees Schedule under the House Employees Position Classification Act (78 Stat. 1079; Public Law 88-652; 2 U.S.C. 291-303) shall be increased by amounts equal, as nearly as may be practicable, to the increases provided by subsection (a) of this section; except, that this section shall not apply to the compensation of those employees whose compensation is fixed by the House Wage Schedule of such Act.

(d) The additional compensation provided by this section shall be considered a part of basic compensation for the purposes of the Civil Service Retirement Act (5 U.S.C. 2251 and the following).

(e) Section 601(a) of the Legislative Reorganization Act of 1946, as amended (2 U.S.C. 31), is amended to read as follows:

"(a) The compensation of Senators, Representatives in Congress, and the Resident Commissioner from Puerto Rico shall be at the rate of \$30,000 per annum each. The compensation of the Speaker of the House of Representatives shall be at the rate of \$43,000 per annum. The compensation of the Majority Leader and the Minority Leader of the House of Representatives shall be at the rate of \$35,000 per annum each."

Federal judicial salaries

SEC. 115. (a) The rates of basic compensation of officers and employees in or under the judicial branch of the Government whose rates of compensation are fixed by or pursuant to paragraph (2) of subdivision a of section 62 of the Bankruptcy Act (11 U.S.C. 102(a)(2)), section 3658 of title 18, United States Code, the third sentence of section 603, sections 672 to 675, inclusive, or section 604(a)(5), of title 28, United States Code, insofar as the latter section applies to graded positions, are hereby increased by amounts reflecting the respective applicable increases provided by section 102(a) of this Act in corresponding rates of compensation for officers and employees subject to the Classification Act of 1949, as amended. The rates of basic compensation of officers and employees holding ungraded positions and whose salaries are fixed pursuant to such section 604(a)(5) may be increased by the amounts reflecting the respective applicable increases provided by section 102(a) of this Act in corresponding rates of compensation for officers and employees subject to the Classification Act of 1949, as amended.

(b) The limitations provided by applicable law on the effective date of this section with respect to the aggregate salaries payable to secretaries and law clerks of circuit and district judges are hereby increased by amounts which reflect the respective applicable increases provided by section 102(a) of this Act in corresponding rates of compensation for officers and employees subject to the Classification Act of 1949, as amended.

(c) Section 753(e) of title 28, United States Code (relating to the compensation of court reporters for district courts), is amended by striking out the existing salary limitation contained therein and inserting a new limitation which reflects the respective applicable increases provided by section 102(a) of this Act in corresponding rates of compensation for officers and employees subject to the Classification Act of 1949, as amended.

Increased uniform allowance

SEC. 116. The Federal Employees Uniform Allowance Act, as amended (68 Stat. 1114; 5 U.S.C. 2131), is amended by striking out "\$100" wherever it appears therein and inserting in lieu thereof "\$150".

Conversion of pay periods of certain employees to biweekly basis

SEC. 117. (a) Section 6 of the Act of June 30, 1906 (34 Stat. 763), as amended (5 U.S.C. 84), is amended by changing the period at the end thereof to a colon and by adding the following: "And provided, That the compensation of any civilian officer or employee who is subject to this Act may be computed in accordance with the provisions of section 604(d) of the Federal Employees Pay Act of 1945, as amended (5 U.S.C. 944 (c))."

(b) The following provisions of law are hereby repealed:

(1) That part of section 10 of the Federal Reserve Act, as amended (12 U.S.C. 241), relating to the compensation of the Board of

Governors, Federal Reserve System, which reads "payable monthly."

(2) That part of section 2 of the Federal Trade Commission Act, as amended (15 U.S.C. 42), relating to the compensation of the Secretary to the Federal Trade Commission, which reads "who shall receive a salary, payable in the same manner as the salaries of the judge of the courts of the United States,".

(3) That part of section 7443(c) of the Internal Revenue Code of 1954, relating to the compensation of judges of the Tax Court of the United States, which reads "to be paid in monthly installments".

Maximum salary increase limitation

SEC. 118. Except as otherwise provided in section 114(e) of this title, no rate of salary shall be increased, by reason of the enactment of this title, to an amount in excess of the salary rate now or hereafter in effect for Level V of the Federal Executive Salary Schedule.

Inclusion of members of Board of Parole in Level V of Federal executive salary schedule

SEC. 119. Section 303(e) of the Federal Executive Salary Act of 1964 (78 Stat. 421, 5 U.S.C. 2211(e)) is amended by adding at the end thereof the following new paragraph:

"(100) Members of the Board of Parole, Department of Justice."

Adjustment of salary rates fixed by administrative action

SEC. 120. (a) The rates of basic compen-

sation of assistant United States attorneys whose basic salaries are fixed by section 508 of title 28, United States Code, shall be increased by 4½ per centum effective on the first day of the first pay period which begins on or after October 1, 1965.

(b) Notwithstanding section 3679 of the Revised Statutes, as amended (31 U.S.C. 665), the rates of compensation of officers and employees of the Federal Government and of the municipal government of the District of Columbia whose rates of compensation are fixed by administrative action pursuant to law and are not otherwise increased by this Act are hereby authorized to be increased effective on or after the first day of the first pay period which begins on or after October 1, 1965, by amounts not to exceed the increases provided by this Act for corresponding rates of compensation in the appropriate schedule or scale of pay.

Effective dates

SEC. 121. This title shall become effective as follows:

(1) This section and sections 101, 111(a), 112, 116, and 120, and section 3107(3) of title 39, United States Code, as contained in the amendment made by section 108(a) of this Act, shall become effective on the date of enactment of this Act.

(2) Section 107 shall become effective on the first day of the first pay period which begins on or after the date of enactment of this Act.

(3) Sections 102, 104, 105, 106, 109, 110, 111 (b) and (c) (except as otherwise specifically provided therein), 113, 114, 115, 117, 118, and 119 shall become effective on the first day of the first pay period which begins on or after October 1, 1965.

(4) Section 103 shall become effective on the ninetieth day following the date of enactment of this Act.

(5) Section 108 (b), and section 3107 (1) and (2) of title 39, United States Code, as contained in the amendment made by section 108 (a) of this Act, shall become effective as of July 1, 1965.

Mr. MORRISON (interrupting the reading). Mr. Chairman, I ask unanimous consent that further reading of title I be dispensed with, that it be printed in the RECORD and considered as open for amendment at any point.

The CHAIRMAN. Is there objection to the request of the gentleman from Louisiana?

There was no objection.

AMENDMENTS OFFERED BY MR. UDALL

Mr. UDALL. Mr. Chairman, I offer an amendment.

The Clerk read as follows:

Amendment offered by Mr. UDALL: On page 2, strike out the schedule immediately following line 7 and insert in lieu thereof the following schedule:

"Grade"	Per annum rates and steps									
	1	2	3	4	5	6	7	8	9	10
GS-1.....	\$3,520	\$3,640	\$3,760	\$3,880	\$4,000	\$4,120	\$4,240	\$4,360	\$4,480	\$4,600
GS-2.....	3,827	3,957	4,087	4,217	4,347	4,477	4,607	4,737	4,867	4,997
GS-3.....	4,165	4,305	4,445	4,585	4,725	4,865	5,005	5,145	5,285	5,425
GS-4.....	4,659	4,815	4,971	5,127	5,283	5,439	5,595	5,751	5,907	6,063
GS-5.....	5,200	5,372	5,544	5,716	5,888	6,060	6,232	6,404	6,576	6,748
GS-6.....	5,725	5,917	6,109	6,301	6,493	6,685	6,877	7,069	7,261	7,453
GS-7.....	6,292	6,500	6,708	6,916	7,124	7,332	7,540	7,748	7,956	8,164
GS-8.....	6,895	7,124	7,353	7,582	7,811	8,040	8,269	8,498	8,727	8,956
GS-9.....	7,509	7,764	8,019	8,274	8,529	8,784	9,039	9,294	9,549	9,804
GS-10.....	8,216	8,497	8,778	9,059	9,340	9,621	9,902	10,183	10,464	10,745
GS-11.....	8,996	9,303	9,610	9,917	10,224	10,531	10,838	11,145	11,452	11,759
GS-12.....	10,660	11,029	11,398	11,767	12,136	12,505	12,874	13,243	13,612	13,981
GS-13.....	12,558	12,995	13,432	13,869	14,306	14,743	15,180	15,617	16,054	16,491
GS-14.....	14,737	15,247	15,757	16,267	16,777	17,287	17,797	18,307	18,817	19,327
GS-15.....	17,118	17,711	18,304	18,897	19,490	20,083	20,676	21,269	21,862	22,455
GS-16.....	19,692	20,373	21,054	21,735	22,416	23,097	23,778	24,459	25,140	.....
GS-17.....	22,303	23,083	23,863	24,643	25,423	.....	.....	.....	.....	.....
GS-18.....	25,480	.....	.....	.....	.....	.....	.....	.....	.....	.....

Mr. UDALL (interrupting the reading). Mr. Chairman, I ask unanimous consent that further reading of the amendment be dispensed with and that it be printed in the RECORD at this point.

The CHAIRMAN. Is there objection to the request of the gentleman from Arizona?

There was no objection.

Mr. UDALL. Mr. Chairman, let me say that earlier in the general debate I indicated that a majority of the committee had decided to offer amendments

to reduce the across-the-board pay raise which is now in the bill at 4½ percent to 4 percent. To do this, because we are dealing with a large number of salary systems, we have had to draft 9 separate amendments. The total thrust of these complicated amendments, with long salary tables, is to reduce the across-the-board raise from 4½ percent to 4 percent.

Mr. Chairman, I ask unanimous consent that each of the eight additional amendments, other than the one now

pending, be considered as read, be printed in the RECORD, and that the nine amendments be considered en bloc.

The CHAIRMAN. Is there objection to the request of the gentleman from Arizona?

There was no objection.

The additional amendments are as follows:

On page 7, strike out the schedule immediately following line 1 and insert in lieu thereof the following schedule:

*PFS	Per annum rates and steps											
	1	2	3	4	5	6	7	8	9	10	11	12
1	\$4,103	\$4,238	\$4,373	\$4,508	\$4,643	\$4,778	\$4,913	\$5,048	\$5,183	\$5,318	\$5,453	\$5,588
2	4,441	4,587	4,733	4,879	5,025	5,171	5,317	5,463	5,609	5,755	5,901	6,047
3	4,800	4,961	5,122	5,283	5,444	5,605	5,766	5,927	6,088	6,249	6,410	6,571
4	5,200	5,372	5,544	5,716	5,888	6,060	6,232	6,404	6,576	6,748	6,920	7,092
5	5,559	5,746	5,933	6,120	6,307	6,494	6,681	6,868	7,055	7,242	7,429	7,616
6	5,964	6,162	6,360	6,558	6,756	6,954	7,152	7,350	7,548	7,746	7,944	8,142
7	6,386	6,599	6,812	7,025	7,238	7,451	7,664	7,877	8,090	8,303	8,516	
8	6,916	7,145	7,374	7,603	7,832	8,061	8,290	8,519	8,748	8,977		
9	7,478	7,728	7,978	8,228	8,478	8,728	8,978	9,228	9,478	9,728		
10	8,143	8,419	8,695	8,971	9,247	9,523	9,799	10,075	10,351	10,627		
11	8,996	9,303	9,610	9,917	10,224	10,531	10,838	11,145	11,452	11,759		
12	9,953	10,291	10,629	10,967	11,305	11,643	11,981	12,319	12,657	12,995		
13	10,998	11,378	11,758	12,138	12,518	12,898	13,278	13,658	14,038	14,418		
14	12,126	12,547	12,968	13,389	13,810	14,231	14,652	15,073	15,494	15,915		
15	13,400	13,863	14,326	14,789	15,252	15,715	16,178	16,641	17,104	17,567		
16	14,810	15,325	15,840	16,355	16,870	17,385	17,900	18,415	18,930	19,445		
17	16,385	16,957	17,529	18,101	18,673	19,245	19,817	20,389	20,961	21,533		
18	18,148	18,782	19,416	20,050	20,684	21,318	21,952	22,586	23,220	23,854		
19	20,119	20,821	21,523	22,225	22,927	23,629	24,331	25,033				
20	22,303	23,083	23,863	24,643	25,423							

On page 7, strike out the schedule immediately following line 10 and insert in lieu thereof the following schedule:

	Per annum rates and steps											
	1	2	3	4	5	6	7	8	9	10	11	12
Carrier in rural delivery service: Fixed compensation per annum	\$2,320	\$2,432	\$2,544	\$2,656	\$2,768	\$2,880	\$2,992	\$3,104	\$3,216	\$3,328	\$3,440	\$3,552
Compensation per mile per annum for each mile up to 30 miles of route	86	88	90	92	94	96	98	100	102	104	106	108
For each mile of route over 30 miles	25	25	25	25	25	25	25	25	25	25	25	25

On page 8, strike out the schedule immediately following line 9 and insert in lieu thereof the following schedule:

"Revenue units	Per annum rates and steps											
	1	2	3	4	5	6	7	8	9	10	11	12
30 but less than 36	\$3,920	\$4,050	\$4,180	\$4,310	\$4,440	\$4,570	\$4,700	\$4,830	\$4,960	\$5,090	\$5,220	\$5,350
24 but less than 30	3,624	3,744	3,864	3,984	4,104	4,224	4,344	4,464	4,584	4,704	4,824	4,944
18 but less than 24	2,992	3,093	3,194	3,295	3,396	3,497	3,598	3,699	3,800	3,901	4,002	4,103
12 but less than 18	2,348	2,424	2,500	2,576	2,652	2,728	2,804	2,880	2,956	3,032	3,108	3,184
6 but less than 12	1,693	1,747	1,801	1,855	1,909	1,963	2,017	2,071	2,125	2,179	2,233	2,287
Less than 6	1,366	1,410	1,454	1,498	1,542	1,586	1,630	1,674	1,718	1,762	1,806	1,850

On page 16, strike out line 22 and all that follows through line 16 on page 18 and insert in lieu thereof the following:

"SECTION 4103 SCHEDULE

"Assistant Chief Medical Director, \$25,480.

"Medical Director, \$22,303 minimum to \$25,423 maximum.

"Director of Nursing Service, \$17,118 minimum to \$22,455 maximum.

"Director of Chaplain Service, \$17,118 minimum to \$22,455 maximum.

"Chief Pharmacist, \$17,118 minimum to \$22,455 maximum.

"Chief Dietitian, \$17,118 minimum to \$22,455 maximum."

On page 19, strike out the schedule immediately following line 8 and insert in lieu thereof the following schedule:

"Class 1	\$23,556	\$24,518	\$25,480				
Class 2	19,027	19,687	20,347	\$21,007	\$21,667	\$22,327	\$22,987
Class 3	15,454	15,900	16,526	17,062	17,598	18,134	18,670
Class 4	12,558	12,995	13,432	13,869	14,306	14,743	15,180
Class 5	10,343	10,702	11,061	11,420	11,779	12,138	12,497
Class 6	8,627	8,923	9,219	9,515	9,811	10,107	10,403
Class 7	7,290	7,535	7,780	8,025	8,270	8,515	8,760
Class 8	6,292	6,500	6,708	6,916	7,124	7,332	7,540

On page 19, strike out the schedule immediately following line 14 and insert in lieu thereof the following schedule:

"Class 1	\$15,454	\$15,990	\$16,526	\$17,062	\$17,598	\$18,134	\$18,670	\$19,206	\$19,742	\$20,278
Class 2	12,558	12,995	13,432	13,869	14,306	14,743	15,180	15,617	16,054	16,491
Class 3	10,343	10,702	11,061	11,420	11,779	12,138	12,497	12,856	13,215	13,574
Class 4	8,627	8,923	9,219	9,515	9,811	10,107	10,403	10,699	10,995	11,291
Class 5	7,779	8,044	8,309	8,574	8,839	9,104	9,369	9,634	9,899	10,164
Class 6	7,025	7,259	7,493	7,727	7,961	8,195	8,429	8,663	8,897	9,131
Class 7	6,453	6,666	6,879	7,092	7,305	7,518	7,731	7,944	8,157	8,370
Class 8	5,710	5,902	6,094	6,286	6,478	6,670	6,862	7,054	7,246	7,438
Class 9	5,210	5,382	5,554	5,726	5,898	6,070	6,242	6,414	6,586	6,758
Class 10	4,659	4,815	4,971	5,127	5,283	5,439	5,595	5,751	5,907	6,063

On page 29, in line 3, strike out "4½ per centum" and insert in lieu thereof "4 per centum".

On page 34, in line 1, strike out "4½ per centum" and insert in lieu thereof "4 per centum".

Mr. DERWINSKI. Mr. Chairman, a parliamentary inquiry.

The CHAIRMAN. The gentleman will state his parliamentary inquiry.

Mr. DERWINSKI. Mr. Chairman, I have amendments in my hand with schedules setting the rates at a 3-percent increase, which I wish to offer as a substitute for the amendments offered by the gentleman from Arizona.

Would I be in order to make the same request for unanimous consent to offer these amendments en bloc and to have them considered en bloc, as substitute amendments?

The CHAIRMAN. The gentleman will be permitted to make that request.

SUBSTITUTE AMENDMENTS OFFERED BY
MR. DERWINSKI

Mr. DERWINSKI. Mr. Chairman, I offer substitute amendments and ask unanimous consent that they be considered en bloc.

The CHAIRMAN. Is there objection to the request of the gentleman from Illinois?

There was no objection.

The CHAIRMAN. The Clerk will report the substitute amendments.

The Clerk read the amendments offered by Mr. DERWINSKI as a substitute for the amendments offered by Mr. UDALL, as follows:

On page 2, strike out the schedule immediately following line 7 and insert in lieu thereof the following schedule:

"Grade	"Per annum rates and steps									
	1	2	3	4	5	6	7	8	9	10
GS-1	\$3,495	\$3,610	\$3,725	\$3,840	\$3,955	\$4,070	\$4,185	\$4,300	\$4,415	\$4,530
GS-2	3,800	3,925	4,050	4,175	4,300	4,425	4,550	4,675	4,800	4,925
GS-3	4,120	4,260	4,400	4,540	4,680	4,820	4,960	5,100	5,240	5,380
GS-4	4,615	4,770	4,925	5,080	5,235	5,390	5,545	5,700	5,855	6,010
GS-5	5,150	5,320	5,490	5,660	5,830	6,000	6,170	6,340	6,510	6,680
GS-6	5,670	5,860	6,050	6,240	6,430	6,620	6,810	7,000	7,190	7,380
GS-7	6,220	6,430	6,640	6,850	7,060	7,270	7,480	7,690	7,900	8,110
GS-8	6,820	7,050	7,280	7,510	7,740	7,970	8,200	8,430	8,660	8,890
GS-9	7,445	7,695	7,945	8,195	8,445	8,695	8,945	9,195	9,445	9,695
GS-10	8,160	8,430	8,700	8,970	9,240	9,510	9,780	10,050	10,320	10,590
GS-11	8,920	9,220	9,520	9,820	10,120	10,420	10,720	11,020	11,320	11,620
GS-12	10,590	10,945	11,300	11,655	12,010	12,365	12,720	13,075	13,430	13,785
GS-13	12,490	12,905	13,320	13,735	14,150	14,565	14,980	15,395	15,810	16,225
GS-14	14,640	15,130	15,620	16,110	16,600	17,090	17,580	18,070	18,560	19,050
GS-15	17,020	17,585	18,150	18,715	19,280	19,845	20,410	20,975	21,540	22,105
GS-16	19,575	20,225	20,875	21,525	22,175	22,825	23,475	24,125	24,775	
GS-17	22,185	22,925	23,665	24,405	25,145					
GS-18	25,235									

On page 7, strike out the schedule immediately following line 1 and insert in lieu thereof the following schedule:

"PFS	Per annum rates and steps											
	1	2	3	4	5	6	7	8	9	10	11	12
1	\$4,060	\$4,195	\$4,330	\$4,465	\$4,600	\$4,735	\$4,870	\$5,005	\$5,140	\$5,275	\$5,410	\$5,545
2	4,395	4,540	4,685	4,830	4,975	5,120	5,265	5,410	5,555	5,700	5,845	5,990
3	4,750	4,910	5,070	5,230	5,390	5,550	5,710	5,870	6,030	6,190	6,350	6,510
4	5,105	5,320	5,490	5,660	5,830	6,000	6,170	6,340	6,510	6,680	6,850	7,020
5	5,505	5,690	5,875	6,060	6,245	6,430	6,615	6,800	6,985	7,170	7,355	7,540
6	5,910	6,105	6,300	6,495	6,690	6,885	7,080	7,275	7,470	7,665	7,860	8,055
7	6,330	6,540	6,750	6,960	7,170	7,380	7,590	7,800	8,010	8,220	8,430	
8	6,840	7,070	7,300	7,530	7,760	7,990	8,220	8,450	8,680	8,910		
9	7,410	7,655	7,900	8,145	8,390	8,635	8,880	9,125	9,370	9,615		
10	8,075	8,345	8,615	8,885	9,155	9,425	9,695	9,965	10,235	10,505		
11	8,920	9,220	9,520	9,820	10,120	10,420	10,720	11,020	11,320	11,620		
12	9,870	10,200	10,530	10,860	11,190	11,520	11,850	12,180	12,510	12,840		
13	10,925	11,290	11,655	12,020	12,385	12,750	13,115	13,480	13,845	14,210		
14	12,060	12,460	12,860	13,260	13,660	14,060	14,460	14,860	15,260	15,660		
15	13,310	13,755	14,200	14,645	15,090	15,535	15,980	16,425	16,870	17,315		
16	14,725	15,215	15,705	16,195	16,685	17,175	17,665	18,155	18,645	19,135		
17	16,290	16,835	17,380	17,925	18,470	19,015	19,560	20,105	20,650	21,195		
18	18,060	18,660	19,260	19,860	20,460	21,060	21,660	22,260	22,860	23,460		
19	20,015	20,680	21,345	22,010	22,675	23,340	24,005	24,670				
20	22,185	22,925	23,665	24,405	25,145							

On page 7, strike out the schedule immediately following line 10 and insert in lieu thereof the following schedule:

	"Per annum rates and steps											
	1	2	3	4	5	6	7	8	9	10	11	12
Carrier in rural delivery service: Fixed compensation per annum	\$2,300	\$2,410	\$2,520	\$2,630	\$2,740	\$2,850	\$2,960	\$3,070	\$3,180	\$3,290	\$3,400	\$3,510
Compensation per mile per annum for each mile up to 30 miles of route	85	87	89	91	93	95	97	99	101	103	105	107
For each mile of route over 30 miles	25	25	25	25	25	25	25	25	25	25	25	25

On page 8, strike out the schedule immediately following line 9 and insert in lieu thereof the following schedule:

"Revenue units	Per annum rates and steps											
	1	2	3	4	5	6	7	8	9	10	11	12
30 but less than 36	\$3,881	\$4,010	\$4,139	\$4,268	\$4,397	\$4,526	\$4,655	\$4,784	\$4,913	\$5,042	\$5,171	\$5,300
24 but less than 30	3,585	3,705	3,825	3,945	4,065	4,185	4,305	4,425	4,545	4,665	4,785	4,905
18 but less than 24	2,966	3,065	3,164	3,263	3,362	3,461	3,560	3,659	3,758	3,857	3,956	4,055
12 but less than 18	2,320	2,397	2,474	2,551	2,628	2,705	2,782	2,859	2,936	3,013	3,090	3,167
6 but less than 12	1,070	1,126	1,182	1,238	1,294	1,350	1,406	1,462	1,518	1,574	1,630	1,686
Less than 6	1,347	1,392	1,437	1,482	1,527	1,572	1,617	1,662	1,707	1,752	1,797	1,842

On page 19, strike out the schedule immediately following line 8 and insert in lieu thereof the following schedule:

"Class	Per annum rates and steps							
	1	2	3	4	5	6	7	8
Class 1	\$23,430	\$24,210	\$25,235					
Class 2	18,915	19,545	20,175			\$20,805	\$21,435	\$22,065
Class 3	15,365	15,875	16,385			16,895	17,405	17,915
Class 4	12,490	12,905	13,320			13,735	14,150	14,565
Class 5	10,275	10,620	10,965			11,310	11,655	12,000
Class 6	8,570	8,855	9,140			9,425	9,710	9,995
Class 7	7,225	7,465	7,705			7,945	8,185	8,425
Class 8	6,220	6,430	6,640			6,850	7,060	7,270

On page 19, strike out the schedule immediately following line 14 and insert in lieu thereof the following schedule:

"Class 1.....	\$15,365	\$15,875	\$16,385	\$16,895	\$17,405	\$17,915	\$18,425	\$18,935	\$19,445	\$19,955
Class 2.....	12,490	12,905	13,320	13,735	14,150	14,565	14,980	15,395	15,810	16,225
Class 3.....	10,275	10,620	10,965	11,310	11,655	12,000	12,345	12,690	13,035	13,380
Class 4.....	8,570	8,855	9,140	9,425	9,710	9,995	10,280	10,565	10,850	11,135
Class 5.....	7,725	7,980	8,235	8,490	8,745	9,000	9,255	9,510	9,765	10,020
Class 6.....	6,965	7,195	7,425	7,655	7,885	8,115	8,345	8,575	8,805	9,035
Class 7.....	6,380	6,595	6,810	7,025	7,240	7,455	7,670	7,885	8,100	8,315
Class 8.....	5,655	5,845	6,035	6,225	6,415	6,605	6,795	6,985	7,175	7,365
Class 9.....	5,160	5,330	5,500	5,670	5,840	6,010	6,180	6,350	6,520	6,690
Class 10.....	4,615	4,770	4,925	5,080	5,235	5,390	5,545	5,700	5,855	6,010"

On page 16, strike out line 22 and all that follows through line 16 on page 18 and insert in lieu thereof the following:

"SECTION 4103 SCHEDULE

"Assistant Chief Medical Director, \$25,235.

"Medical Director, \$22,185 minimum to \$25,145 maximum.

"Director of Nursing Service, \$17,020 minimum to \$22,105 maximum.

"Director of Chaplain Service, \$17,020 minimum to \$22,105 maximum.

"Chief Pharmacist, \$17,020 minimum to \$22,105 maximum.

"Chief Dietitian, \$17,020 minimum to \$22,105 maximum.

"(b) (1) The grades and per annum full-pay ranges for positions provided in paragraph (1) of section 4104 of this title shall be as follows:

"Physician and dentist schedule

"Director grade, \$19,575 minimum to \$24,775 maximum.

"Executive grade, \$18,255 minimum to \$23,745 maximum.

Chief grade, \$17,020 minimum to \$22,105 maximum.

"Senior grade, \$14,640 minimum to \$19,050 maximum.

"Intermediate grade, \$12,490 minimum to \$16,225 maximum.

"Full grade, \$10,590 minimum to \$13,785 maximum.

"Associate grade, \$8,920 minimum to \$11,620 maximum.

"Nurse schedule

"Assistant Director grade, \$14,640 minimum to \$19,050 maximum.

"Chief grade, \$12,490 minimum to \$16,225 maximum.

"Senior grade, \$10,590 minimum to \$13,785 maximum.

"Intermediate grade, \$8,920 minimum to \$11,620 maximum.

"Full grade, \$7,445 minimum to \$9,695 maximum.

"Associate grade, \$6,510 minimum to \$8,445 maximum.

"Junior grade, \$5,670 minimum to \$7,380 maximum."

On page 29, in line 3, strike out "4½ per centum" and insert in lieu thereof "3 per centum".

On page 34, in line 1, strike out "4½ per centum" and insert in lieu thereof "3 per centum".

Mr. DERWINSKI (interrupting the reading). Mr. Chairman, I ask unanimous consent that further reading of the amendments be dispensed with, and that they be printed in the RECORD at this point.

The CHAIRMAN. Is there objection to the request of the gentleman from Illinois?

There was no objection.

Mr. DERWINSKI. Mr. Chairman, I referred earlier in the debate on the bill to the fact that I would offer these amendments. Lest there be any misunderstanding I do not wish to be reported as the original author of these amendments. The real authorship lies

in the administrators of the executive branch of the Government who proposed this rate increase to the committee.

Therefore, since there seems to be a rather bashful attitude on the majority side in supporting the recommendations of the administration, I find myself in a slightly embarrassing position, as a poor Republican rushing to the rescue of the administration.

What I have offered to the House in the form of the substitute amendments is the Administration proposal. It calls for a 3-percent level of pay increase as contrasted to the 4½ percent in the bill and the 4 percent as offered by the gentleman from Arizona.

Mr. Chairman, in support of my substitute amendments may I say I believe this would be a very practical and economic step. They conform to the guidelines the President has so eloquently defended over the past year.

They would conform to the guidelines that the President so effectively imposed on the steel industry and the steel union. Therefore I feel it would be most consistent to have the House support the President's position and on behalf of the President without, of course, immediate direct support from the President, but on behalf of his administration I offer this substitute.

Mr. UDALL. Mr. Chairman, I rise in opposition to the substitute offered by the gentleman from Illinois. I regret very much to find the distinguished gentleman from Illinois in the position of being a rubber stamp for the Johnson administration. I ask that his amendment be rejected and that the amendment I have offered be approved.

Mr. CORBETT. Mr. Chairman, I find myself in the happy position of being against both motions at the same time. The gentleman from Illinois here proposes to cut back this bill to 3 percent. The gentleman from Arizona proposes to cut it back to 4 percent. The bill which was reported out of the committee calls for 4½ percent. The majority of the committee, I think he quoted it at 20 to 3, came out with this bill and said right in the report:

The purpose of this legislation is to honor—through moderate but timely and meaningful salary adjustments—the pledges made by the committee, by the Congress, and by two Presidents of the United States that Federal salary rates shall be comparable with those paid by private enterprise for the same levels of work.

This principle of comparability was strongly reaffirmed by President Lyndon B. Johnson in his message on pay increases.

Now, then, if that was a right and proper decision last month, why is it not a right and proper decision today?

Mr. UDALL. Mr. Chairman, will the gentleman yield?

Mr. CORBETT. I certainly will.

Mr. UDALL. I will tell him why it is not a right and proper decision today.

Mr. CORBETT. First I would like to know the condition of the gentleman's arm.

Mr. UDALL. My arm is in good shape. I can tell the gentleman it has not been twisted recently. The reason it is logical now is I want, and I think the gentleman from Pennsylvania wants, a salary bill this year and not a lot of conversation and dispute. The hard, cold fact is that at this late stage of the session, if we are going to do something for the Federal employees in justice and at least to keep the comparability principle from fading away on the horizon any farther, we have to retreat to a bill which the other body will take and that we have a chance of getting signed this year. I made my decision to offer this amendment on that basis.

Mr. CORBETT. Just a minute. The gentleman knows that the other body will do exactly what it pleases. Then we will be in a conference committee and we will then have some discussion back and forth. Something is going to happen by way of a compromise somewhere.

I hate to see this splendid majority of our committee and this body back down from what it believes to be right just because they think somewhere else there are going to be some mistakes made. Now, on this particular matter, I would say the majority of the members of the committee voted for 4½-percent increases all along the line, and they went further and said here in order to bring this thing more up to date let us go along and provide for a second installment of the increase for next year. So we went along and did that. I think if we do adopt either of these motions, we will have been backing down from a position that is proper and that we will have been submitting to something, and I do not know what it is but I recognize that when we had the military pay raise before us here we went right ahead and voted along with the committee. The bill was signed with plenty to spare. I am among those who think that this House ought to work its will and ought to follow the recommendations of the committee made last August. I think above all else that the committee ought to follow its own judgment.

Mr. BUCHANAN. Mr. Chairman, I move to strike out the requisite number of words.

Mr. Chairman, I am happy in this instance to follow the leadership of the distinguished ranking minority member of this committee in opposing both amend-

ments. I am sure that the distinguished chairman of the subcommittee desires a 4½-percent increase as much as anyone on the floor. After all it is his bill. Therefore I am supporting his original and most desirable position in supporting the ranking minority member, and opposing these decreases.

Referring now to the gentleman from Illinois, I want to congratulate him for his consistency in the position he has assumed here as floor leader for the administration. What I want to know is this. Has the administration been converted to the philosophy of the gentleman from Illinois? If it has, this is comparable to the experience of the Apostle Paul on the road to Damascus, in which he was suddenly and totally converted and changed.

Mr. DERWINSKI. Mr. Chairman, will the gentleman yield?

Mr. BUCHANAN. I yield to the gentleman.

Mr. DERWINSKI. The gentleman, of course, is being slightly facetious, and I want to admit to the House that I have been slightly facetious in the position which I assume in support of the President's proposal. I am not really that great an advocate of the Great Society. But on August 9, I would like to remind the Members, the President signed a bill setting up a 40-hour week for postmasters. I was there with numerous other Members; we received a pen and witnessed an impressive ceremony. Here is what the President said at that time:

We have made recommendations for pay raises, and I think there is even some talk that you might want to spend more money in that regard than we have recommended. And I shouldn't be surprised that you don't take some action along that line.

I do want to say to all of you that it is going to be pretty difficult for the President to be the first person to be the chief wrecker of a noninflationary wage and price policy. President Kennedy established some guidelines, and I have signed two military pay bills * * * in 20 months. We had a substantial bill last year. We had one this year. And I am going to recommend one next year.

But I do hope that I am not confronted with a request from the unions and from the employers of this country that say to me: Mr. President, you are an employer and you decided that you could give x percent increase; and we think we ought to be allowed to have the same privilege that you have; because if you do that, you are going to promote inflation, and our whole noninflationary price policy is going by the wayside.

Therefore I say that the easiest way to get a bill is to pass a 3-percent bill that will meet the President's standards. The other body I am sure will be most cooperative and then we can all adjourn in a few weeks having provided all Federal employees with a pay raise that they deserve.

Therefore, in all logic, let us get behind my amendment and the President.

Mr. BINGHAM. Mr. Chairman, I move to strike out the requisite number of words.

(Mr. BINGHAM asked and was given permission to revise and extend his remarks.)

Mr. BINGHAM. Mr. Chairman, first of all, I would like to compliment the distinguished chairman of the subcom-

mittee, the gentleman from Arizona, for the tremendous job he and his colleagues on the committee have done in bringing H.R. 10281 before the House. I have long been interested in the principle that employees of the Federal Government should be compensated on a basis comparable to employees of private industry. While the present bill does not by any means finish the job of achieving comparability, it goes a long way in that direction.

As the gentleman from Arizona knows, I have been greatly interested in the matter of providing protection, as a matter of law, to those Federal employees who are prohibited by their religion from working on certain days. In March of this year I introduced H.R. 6873 which would accomplish that objective by assuring such employees time off from duty on such days, the time to be made up on other days under appropriate regulations.

According to the information I have, many employees who are in this position are in fact accommodated under informal arrangements worked out with their supervisors and with their fellow employees. In my opinion, however, such informal accommodations are an unreliable and unsatisfactory way of assuring these employees that they will not be required to violate their religious obligations. They should be given that protection as a matter of right and not as a matter of informal accommodation.

If H.R. 10281 is adopted, it may well be that provision should be made so that employees who cannot work on certain days for religious reasons would be fairly treated with regard to overtime, neither favored nor penalized because of their religious obligations.

As the gentleman from Arizona knows, I have discussed with him the possibility of amending H.R. 10281 to cover these matters. After discussions with him and with representatives of various employee organizations affected, I have concluded that it would be undesirable and premature to introduce such amendments at this time.

I do hope, however, that it will be possible for hearings to be scheduled early next year on H.R. 6873 and similar bills which have been introduced so that we may proceed to give full consideration to the need for seeing to it that Federal employees who are forbidden to work on certain days are not penalized or discriminated against.

Mr. UDALL. Mr. Chairman, will the gentleman yield?

Mr. BINGHAM. I would be happy to yield to the gentleman from Arizona.

Mr. UDALL. Mr. Chairman, I feel that the Federal employees of this country who have religious obligations on days other than Sunday, owe a real debt of gratitude to the gentleman from New York [Mr. BINGHAM]. Because of some practical and technical and difficult drafting reasons we were unable to agree to the amendment which he proposed. But I want to assure the gentleman from New York that our committee will look into this matter very seriously next year. The gentleman has played a big part in bringing it to our attention. I believe we

can resolve these things and we ought to resolve them.

Mr. BINGHAM. I thank the gentleman from Arizona.

Mr. MATHIAS. Mr. Chairman, I move to strike the requisite number of words.

(Mr. MATHIAS asked and was given permission to revise and extend his remarks.)

Mr. MATHIAS. Mr. Chairman, I rise in support of the position that has been taken by the distinguished ranking minority member of the committee, the gentleman from Pennsylvania [Mr. CORBETT], in opposition to both amendments. I believe that the level which is provided for in the committee bill is a practical level. I believe that one of the greatest assets the taxpayers of the United States have is the experience of our Government employees.

Mr. Chairman, recruiting is much more expensive than retention. I believe that retention is more likely at the level provided in the committee bill. I believe it will represent an economy in the long run to keep it at that level.

Mr. Chairman, I hope that both amendments are rejected.

Mr. FULTON of Pennsylvania. Mr. Chairman, I move to strike the requisite number of words.

(Mr. FULTON of Pennsylvania asked and was given permission to revise and extend his remarks.)

Mr. FULTON of Pennsylvania. Mr. Chairman, I rise in opposition to both amendments.

Mr. Chairman, I believe that the integrity of the Post Office and Civil Service Committee demands that we in the House look at these amendments more carefully. When the committee has come up with its decision and made up its mind, and made it up 20 to 3, that is no small margin. It represents a decided opinion.

Likewise, while I admire the gentleman from Arizona, I dislike hearing a loud, clear call for retreat of one-half percent in the pay raise for postal workers and Government employees. To me the difference between 4.5 percent and 4 percent is not a real economy. It represents just a gesture of retreat toward the President's position. If the House is going to adopt the President's position, then the position of the gentleman from Illinois [Mr. DERWINSKI] must be taken. I strongly oppose that position, because that represents a 33½-percent whack out of this bill, and destroys the pledge of Congress for comparability of U.S. postal workers and Federal employees with private industry employees.

Mr. Chairman, we in this House should really be interested in comparability of U.S. Government employees with private industry even under this particular bill, at 4.5 percent increase in salaries we are not even matching that comparability at this time which this Congress promised our U.S. employees in 1962.

Mr. Chairman, I would like to ask the gentleman from Arizona [Mr. UDALL] a question with reference to amount.

If we take his 4-percent raise figure, we are talking about a 4-percent figure for this year but would we be binding ourselves for next year too?

Mr. UDALL. Mr. Chairman, if the gentleman will yield, not at all. There is no relationship whatsoever to the 4-percent figure this year and the formula raise which is provided for next year. In fact, if my amendment is agreed to, you actually increase the amount of the raise next year because one of the factors in next year's raise is half of the lag. If you do not take up the lag this year, you have to make up one-half of it next year.

Mr. FULTON of Pennsylvania. One further question.

How about the amendment of the gentleman from Illinois? What does that do next year?

Mr. UDALL. If the gentleman will yield further, it has no effect on the raise for next year at all. It would still occur under the formula as provided in the bill.

Mr. FULTON of Pennsylvania. Why does the gentleman take the position that a one-half of 1 percent cut is now indicated? What happened to make the gentleman feel that it should be this particular amount? Certainly it was not just a figure taken out of the air. Or was it to help a little to soften an approach toward the position of the President? Or is it just because you think you can get that figure through the Congress and past the President?

Mr. UDALL. I have lived with this bill for 6 months, and it is my judgment in view of the realities of adjournment at hand, the realities of the other body and the administration's position and what it might do to delay or defeat or bring about a veto of the bill, that we are either going to reduce it to 4 percent and get a bill this year, or we are going to stand pat and get no bill. That is my judgment in the matter.

Mr. FULTON of Pennsylvania. There was voted out of the committee just 2 months ago an increase of 4.5 percent. This is a pretty quick switch. I have been in Congress the past several years, and I must say that the House has stood firm when it decided on a Federal pay raise. In our pay raise fight I voted twice to override President Eisenhower's veto because I felt the cause was right. I do not believe President Johnson will veto this bill for a matter of one-half of 1 percent.

For economy, Congress might cut Government services, but should not start on the U.S. Government career services. These are our fine and loyal U.S. employees, and let us treat them as such as Congress has the responsibility for them and their families. In 1962 Congress said to the U.S. Government employees "we will give you comparability." That to me is a real promise and Congress should make its word good.

I strongly favor passage of the full 4½-percent pay raise for Federal employees, and postal workers, as contained in the bill reported out by the House Post Office and Civil Service Committee.

The CHAIRMAN. The question is on the substitute offered by the gentleman from Illinois [Mr. DERWINSKI].

The question was taken; and on a division (demanded by Mr. DERWINSKI) there were—ayes 8, noes 103.

So the substitute was rejected.

The CHAIRMAN. The question is on the amendment offered by the gentleman from Arizona [Mr. UDALL].

The question was taken; and on a division (demanded by Mr. CORBETT) there were—ayes 107, noes 33.

So the amendment was agreed to.

AMENDMENT OFFERED BY MR. UDALL

Mr. UDALL. Mr. Chairman, I offer an amendment.

The Clerk read as follows:

Amendment offered by Mr. UDALL: On page 26, strike out "or" at the end of line 5; immediately following line 5 insert the following new paragraph:

"(7) officers and employees of the Tennessee Valley Authority; and".

And renumber paragraph (7) as paragraph (8).

Mr. UDALL. Mr. Chairman, this is a technical amendment. I have three more similar technical amendments. This one deals with the severance pay feature of the bill. For many years the Tennessee Valley Authority has had a severance pay system which it negotiated with its employee organization.

Through an inadvertence, this language would apply the new severance pay system to the TVA. The officers and directors of the TVA and their counsel are anxious that they continue to have their present system which is very satisfactory.

The chairman of the committee, the distinguished gentleman from Tennessee [Mr. MURRAY] urged me to offer this amendment in his behalf. It is a good amendment and I urge that it be adopted.

Mr. DERWINSKI. Mr. Chairman, will the gentleman yield?

Mr. UDALL. I yield to the gentleman.

Mr. DERWINSKI. I would like to point out to the House that all these amendments are completely acceptable. They are all technical amendments and perfecting amendments and they deserve the support of the Members.

May I also point out at this time, if the gentleman will permit me, in view of the rather one-sided defeat that I suffered a few moments ago and in order to expedite matters and save the time of the House, I will surrender my gavel on behalf of the President and will not this afternoon offer any more administration amendments.

Mr. UDALL. I appreciate the statement of the Johnson administration majority floor leader.

Mr. Chairman, I ask that the amendment be agreed to.

The CHAIRMAN. The question is on the amendment offered by the gentleman from Arizona [Mr. UDALL].

The amendment was agreed to.

AMENDMENT OFFERED BY MR. UDALL

Mr. UDALL. Mr. Chairman, I offer an amendment.

The Clerk read as follows:

Amendment offered by Mr. UDALL: On page 34, immediately following line 13, insert the following:

"(c) Nothing contained in this section shall be deemed to authorize any increase in the rates of compensation of officers and employees whose rates of compensation are fixed and adjusted from time to time as nearly as is consistent with the public in-

terest in accordance with prevailing rates or practices.

"(d) Nothing contained in this section shall affect the authority contained in any law pursuant to which rates of compensation may be fixed by administrative action."

Mr. UDALL. Mr. Chairman, this is a technical amendment also suggested by the gentleman from Tennessee [Mr. MURRAY] on behalf of the Tennessee Valley Authority. They now have a wage board or a similar system by which many pay schedules are fixed administratively. There was some fear that the language of the bill as now written would disturb that very satisfactory system.

The language of this amendment is only technical in nature and perfecting and I ask that the amendment be agreed to.

The CHAIRMAN. The question is on the amendment offered by the gentleman from Arizona [Mr. UDALL].

The amendment was agreed to.

AMENDMENT OFFERED BY MR. UDALL

Mr. UDALL. Mr. Chairman, I offer an amendment.

The Clerk read as follows:

Amendment offered by Mr. UDALL: On page 10, the sentence beginning in line 16 is amended to read as follows: "To provide service on days other than those included in the basic workweek, the Postmaster General (1) shall establish work schedules in advance for annual rate regular employees consisting of five eight-hour days in each week and (2) may assign substitute employees to duty on days in addition to the days included in the basic workweek."

Mr. UDALL. Mr. Chairman, after the bill was drafted, both the employee organizations and the Post Office Department were concerned that the language might prevent the assignment of substitutes to work on Sundays. It is not intended either by the Department, by the authors of the bill, or the employee organizations.

This amendment was worked out to clarify this to make sure that the original intent of the bill is carried out.

The CHAIRMAN. The question is on the amendment offered by the gentleman from Arizona [Mr. UDALL].

The amendment was agreed to.

AMENDMENT OFFERED BY MR. UDALL

Mr. UDALL. Mr. Chairman, I offer an amendment.

The Clerk read as follows:

Amendment offered by Mr. UDALL: On page 12, strike out beginning with line 8 on down through line 9 on page 13 and insert in lieu thereof the following:

"(c) For officially ordered or approved time worked on a day referred to as a holiday in the Act of December 26, 1941 (55 Stat. 862; 5 U.S.C. 87b), or on a day designated by Executive order as a holiday for Federal employees, under regulations prescribed by the Postmaster General, an employee in the PFS schedule shall receive extra compensation, in addition to any other compensation provided for by law, as follows:

"(1) Each annual rate regular employee in or below salary level PFS-10 shall be paid extra compensation at the rate of 100 per centum of the hourly rate of basic compensation for his level and step computed by dividing the scheduled annual rate of basic compensation by 2,080.

"(2) Each annual rate regular employee in or above salary level PFS-11 shall be granted compensatory time in an amount equal to the time worked on such holiday within thirty working days thereafter or, in the discretion of the Postmaster General, in lieu thereof shall be paid extra compensation for the time so worked at the rate of 100 per centum of the hourly rate of basic compensation for his level and step computed by dividing the scheduled annual rate of basic compensation by 2,080.

"(3) For work performed on Christmas Day (A) each annual rate regular employee shall be paid extra compensation at the rate of 150 per centum of the hourly rate of basic compensation for his level and step, computed by dividing the scheduled annual rate of basic compensation by 2,080, and (B) each substitute employee shall be paid extra compensation at the rate of 50 per centum of the hourly rate of basic compensation for his level and step."

Mr. UDALL (during the reading of the amendment). Mr. Chairman, this is a rather lengthy technical amendment and deals with a very minor subject. I ask unanimous consent that the further reading of the amendments be dispensed with and that it be printed in full in the RECORD.

The CHAIRMAN. Is there objection to the request of the gentleman from Arizona [Mr. UDALL]?

Mr. GROSS. Mr. Chairman, reserving the right to object, would the gentleman explain what this amendment is about?

Mr. UDALL. Yes; I intend to.

This amendment on page 12 of the committee bill rewrites the entire holiday pay subsection so as to eliminate a possible inequity that might have occurred under the language of the bill as reported. We found, for example, that the language of the reported bill would have permitted substitute clerks to work on holidays to be paid for such work at the rate of only \$2.40 an hour. Extra workers under the present law are paid \$2.48 an hour when called on to work on holidays. This has the approval of both the Department and the employee organizations and there is no objection to it.

Mr. GROSS. Mr. Chairman, I withdraw my reservation of objection.

The CHAIRMAN. Is there objection to the request of the gentleman from Arizona that the further reading of the amendment be dispensed with?

There was no objection.

The CHAIRMAN. The question is on the amendment offered by the gentleman from Arizona [Mr. UDALL].

The amendment was agreed to.

AMENDMENT OFFERED BY MRS. SULLIVAN

Mrs. SULLIVAN. Mr. Chairman, I offer an amendment.

The Clerk read as follows:

Amendment offered by Mrs. SULLIVAN: On page 25, line 13, strike out "the several States and the District of Columbia" and insert in lieu thereof "the several States, the District of Columbia, and the Canal Zone".

Mrs. SULLIVAN. Mr. Chairman, the purpose of this amendment is to correct an oversight in the bill and provide for severance pay for aliens employed in the Canal Zone by the U.S. Government on the same basis on which the bill otherwise extends this benefit to aliens em-

ployed by the United States "in the several States and the District of Columbia." I might say that we are obligated by treaty with the Republic of Panama to assure to Panamanian citizens employed by the canal or the railroad equality of treatment with employees who are citizens of the United States of America. This was agreed to in the treaty of 1936. It was fortified further in the treaty of 1955, which required that equal basic wages be paid to employees in the Canal Zone irrespective of whether the individual concerned is a citizen of the United States or of the Republic of Panama.

The Members of this House all know, from my remarks here last Thursday, and the private discussions I have had with so many of the individual Members, how strongly I feel about the proposals this Government of ours has agreed to in principle dealing with what amounts to a giveaway of the present Panama Canal. As chairman of the Subcommittee on the Panama Canal of the Committee on Merchant Marine and Fisheries, I am vigorously opposed to turning over the canal, or an equal share in its management, to the small group of ruling families of Panama who would seek to exploit it entirely for their own financial gain. This has been the history of every transfer of assets of the Panama Canal Company to the Republic of Panama, particularly in the 1955 treaty. I have maintained that the average citizen of Panama would derive little or no benefit from a further giveaway of Canal Company assets to Panama—furthermore that many of the present Panamanians employed in the Canal Zone would lose their jobs because they would be replaced at much lower wage rates.

All of that, however, has nothing to do with our obligation to observe treaty commitments we have already made, and particularly to assure fair treatment on an equal basis for those Panamanian citizens who, over many years and onto the third generation, have given loyal and conscientious and faithful service to the U.S. Government in the Canal Zone.

Providing them with severance pay on the same basis as we are providing in this bill for severance pay for U.S. Government workers—citizen or alien—in the United States itself would be a further demonstration of the fact that the United States wants to help the people of Panama, not exploit them, as their own leaders so often do.

Therefore, I call upon the House in Committee of the Whole House on the State of the Union to demonstrate once again, as we have done so often in the past, that we appreciate faithful service rendered to the United States by the aliens we employ in the Canal Zone, and that we continue to adhere to the commitments we have made for their welfare.

Mr. UDALL. Mr. Chairman, will the distinguished gentlewoman yield to me?

Mrs. SULLIVAN. I yield to the gentleman from Arizona.

Mr. UDALL. In order to keep our treaty commitments and to treat Panamanian citizens properly and in the fashion we agreed to treat them, the

amendment is necessary, and I am happy to agree to it and to accept it.

Mrs. SULLIVAN. I thank the gentleman.

Mr. CORBETT. Mr. Chairman, will the gentlewoman yield?

Mrs. SULLIVAN. I yield to the gentleman from Pennsylvania.

Mr. CORBETT. I find no objection to the amendment offered by the gentlewoman from Missouri [Mrs. SULLIVAN]. I am happy to accept it.

The CHAIRMAN. The question is on agreeing to the amendment.

The amendment was agreed to.

Mr. BROYHILL of Virginia. Mr. Chairman, I move to strike the last word.

I have previously notified Members of the House that I had planned to offer an amendment to this section of the bill which would in effect repeal the confusing, archaic, 12-step—or what is now an 11-step—formula for computing the salaries of the staffs of individual Members of Congress.

This bill today will provide another step, a 12th step, in this complicated formula.

Many Members have told me that they would like to see the formula repealed and have one flat gross amount stated so that we would all know where we stood. Some Members have told me that the only objection to such an amendment, the only reason why it has not been repealed long ago, was that the present formula serves to prevent the public from knowing exactly what we are paying our employees.

I do not believe that is the case. If it were the case with any individual Member, we should be ashamed of it. That should not be an excuse for not repealing this. The public should know. In fact, I believe they do know.

More important, we should know ourselves what salary allowances we have and should provide a more convenient way in which to distribute our salary allowances.

I have been advised that a member of the Committee on House Administration would raise a point of order in the event that I offered the proposed amendment. I have been advised that possibly it would be ruled not germane by the present occupant of the chair. In view of that, I will withhold the amendment.

I have been advised also by the gentleman from Maryland [Mr. FRIEDEL], the chairman of the subcommittee of the Committee on House Administration which handles these matters, that he will give us a hearing on this matter if I introduce the proposal in the form of a separate bill.

Is that a correct understanding?

Mr. FRIEDEL. Mr. Chairman, will the gentleman yield?

Mr. BROYHILL of Virginia. I yield to the gentleman from Maryland.

Mr. FRIEDEL. The gentleman has stated it correctly. We will hold hearings in the latter part of January or the 1st of February next year. There will be a thorough hearing. We will go into it thoroughly. Perhaps we will adopt the bill. I do not know what the Members will desire to do. We will consider the bill.

Mr. BROYHILL of Virginia. I thank the gentleman.

The CHAIRMAN. The Clerk will read. The Clerk read as follows:

TITLE II

Short Title

SEC. 201. This title may be cited as the "Federal Salary Review Commission Act".

Federal Salary Review Commission

SEC. 202. (a) There is hereby established a bipartisan commission, to be known as the "Federal Salary Review Commission" (hereinafter referred to as the "Commission"), which shall be composed of eleven members, of whom (1) five shall be appointed by the President of the United States, not more than three of whom shall be of the same political party and one of whom so designated by him shall be Chairman; (2) two shall be appointed by the President of the Senate, who shall not be of the same political party; (3) two shall be appointed by the Speaker of the House of Representatives, who shall not be of the same political party; and (4) two shall be appointed by the Chief Justice of the United States, who shall not be of the same political party.

(b) No person holding any office, appointive or elective, under the United States (except retired officers or employees) shall be eligible for appointment to the Commission. The first members of the Commission shall be appointed not later than January 31, 1966, and shall serve for one year. New members shall be appointed not later than January 31 every fourth year thereafter, beginning in 1970, for the same term. Members shall not be eligible for reappointment. Members shall receive no compensation for their services but shall be reimbursed for necessary expenses incurred in the performance of their duties.

(c) Appointment of employees may be without regard to the civil service laws, but their compensation shall be in accordance with the Classification Act of 1949, as amended. Executive departments and agencies whose employees are compensated under the statutory salary systems may detail employees for service with the Commission without reimbursement. The services of experts and consultants may be obtained by the Commission under the authority of section 15 of the Administrative Expenses Act of 1946, as amended (5 U.S.C. 55a), at rates not to exceed \$100 per diem. Necessary funds are authorized to be appropriated for expenses of the Commission.

Commission salary reviews and reports

SEC. 203. (a) The Commission shall review the compensation, including rates of basic compensation and other forms of compensation, of (1) Senators, Representatives, and the Resident Commissioner from Puerto Rico; (2) Justices and Judges of the United States; and (3) the salary levels established under the Federal Executive Salary Act of 1964, with a view to maintaining proper levels and relationships among the rates of basic compensation of these officers and salary levels, and with the salary rates of the Classification Act of 1949, as amended.

(b) The Commission shall also review the principles, concepts, structures, and interrelationships of the statutory salary systems governing the compensation of Federal civilian employees of the executive departments and agencies.

(c) The Commission shall submit to the President not later than January 1, 1967, and January 1 of every fourth year thereafter beginning in 1971, a report containing its recommendations concerning rates of basic compensation and other forms of compensation for the categories referred to in subsection (a) of this section, concerning the principles, structure, and rates of the statutory salary systems referred to in subsection (b) of this section, and concerning

such other matters relating to compensation as it deems pertinent.

Submission of compensation recommendations to Congress

SEC. 204. The President, after consideration of such report, shall transmit to the Congress, not later than March 31, 1967, and not later than March 31 of every fourth year thereafter, beginning in 1971, his recommendations as to the rates of basic compensation for the categories referred to in section 203 (a) and (b) of this title.

Permanent system for the establishment and maintenance of proper salary relationships in Federal executive, judicial, congressional, and career salaries

SEC. 205. Whenever the salary rates of the General Schedule of the Classification Act of 1949, as amended, are increased by or pursuant to law, the salary rate of each office or position within the purview of sections 203 and 204 of title II, sections 303 and 304 of title III, and section 403 of title IV, of the Government Employees Salary Reform Act of 1964, as amended (78 Stat. 400), shall be increased automatically, effective at the beginning of the next Congress which begins immediately following the Congress during which the salary rates of such schedule are so increased, by a percentage equal to the greater of—

(1) the percentage of the increase so made in the maximum salary rate of such schedule, or

(2) the average percentage of the increases so made in the respective maximum salary rates of all grades of such schedule.

Mr. UDALL (interrupting the reading). Mr. Chairman, I ask unanimous consent that further reading of title II be dispensed with, that it be printed in the RECORD at this point and considered as open to amendment at any point.

The CHAIRMAN. Is there objection to the request of the gentleman from Arizona?

There was no objection.

AMENDMENT OFFERED BY MR. BROYHILL OF NORTH CAROLINA

Mr. BROYHILL of North Carolina. Mr. Chairman, I offer an amendment.

The Clerk read as follows:

Amendment offered by Mr. BROYHILL of North Carolina: On page 38, strike out line 9 and all that follows through line 5 on page 39.

Mr. CORBETT. Mr. Chairman, a parliamentary inquiry.

The CHAIRMAN. The gentleman will state it.

Mr. CORBETT. I wish to propose a substitute for the amendment. Shall I offer that now, or after the gentleman is recognized to speak on his amendment?

The CHAIRMAN. The Chair will state that the gentleman's substitute amendment will be in order and may be offered after the gentleman from North Carolina [Mr. BROYHILL], has used his time.

Mr. BROYHILL of North Carolina. Mr. Chairman, we have already discussed this amendment quite a bit during general debate. The amendment would strike section 205, which would give an automatic pay increase to Members of Congress, Cabinet officers, members of the executive branch, and also to judges.

It is my feeling, which I stated in general debate, that the committee and the Congress are abdicating their responsi-

bility in this area. The committee and also the Congress should go into the recommendations which will be made by the Federal Salary Review Commission, which is to be set up as provided in section 202. We should go into these recommendations very carefully and come out with some specific recommendations as to what the salaries should be. We should not try to hide behind any salary increases that Federal workers might get under the comparability principle. We should take out this section and meet our responsibilities four-square.

Mr. O'NEAL of Georgia. Mr. Chairman, I rise in earnest support of the amendment of the gentleman from North Carolina [Mr. BROYHILL] to strike out the congressional pay raises.

While I am one of the few Members of this House with absolutely no other income than my salary, I am happy with the more than generous increase last year. I think the Congress can easily wait until the need is urgent before raising congressional salaries again, and the Members can act forthrightly and meet the issue head on when the need does arise.

Our predecessors raised our salaries \$625 per month last year, and within 9 months of its effectiveness it is proposed that we provide two more—not one, but two—additional raises, the first of \$100 per month.

To me this is indefensible upon any grounds—fiscal, moral, or political, even though the effectiveness is postponed.

AMENDMENT OFFERED BY MR. CORBETT

Mr. CORBETT. Mr. Chairman, I offer a substitute to the amendment of the gentleman from North Carolina.

The Clerk read as follows:

Amendment offered by Mr. CORBETT as a substitute for the amendment offered by the gentleman from North Carolina [Mr. BROYHILL]: Pages 38 and 39, strike out all of section 205 including the center heading and insert in lieu thereof the following:

"PERMANENT SYSTEM FOR THE ESTABLISHMENT AND MAINTENANCE OF PROPER SALARY RELATIONSHIPS IN FEDERAL EXECUTIVE, JUDICIAL, CONGRESSIONAL, AND CAREER SALARIES

"SEC. 205. Whenever the salary rates of the General Schedule of the Classification Act of 1949, as amended, are increased, effective after January 1, 1967, by or pursuant to law, the salary rate of each office or position within the purview of sections 203 and 204 of title II, sections 303 and 304 of title III, and section 403 of title IV, of the Government Employees Salary Reform Act of 1964, as amended (78 Stat. 400), shall be increased automatically, effective at the beginning of the next Congress which begins immediately following the Congress during which the salary rates of such schedule are so increased, by a percentage equal to the greater of—

"(1) the percentage of the increase so made in the maximum salary rate of such schedule, or

"(2) the average percentage of the increases so made in the respective maximum salary rates of all grades of such schedule."

Mr. CORBETT (interrupting the reading of the substitute amendment). Mr. Chairman, I ask unanimous consent that the amendment be considered as read and be printed in the RECORD in full at this point.

The CHAIRMAN. Is there objection to the request of the gentleman from Pennsylvania?

There was no objection.

Mr. CORBETT. Mr. Chairman, the point of this amendment is to prevent the necessity in the predictable future of the Congress having to face the job of raising its own salary by meeting here and voting. The gentleman from Arizona [Mr. UDALL], when he put this provision in a year ago performed a good service because he made it possible when the salary schedule is moving up to the point where the congressional salary ceiling is acting to compress the whole salary schedule of the Federal Government, then the congressional salary would automatically go up in line with the amount that level 18 goes up or the average for the whole classified service goes up if the compression has already hit level 18.

This formula should be preserved. The only way to preserve it is to adopt the amendment I have introduced. The choice is either to have an automatic increase or else to come in here someday in a couple of years and vote a congressional pay raise with all of the attendant publicity and criticism which occurs. I think this other fact ought to be emphasized also: If the Congress wants to come in and vote itself a pay raise, regardless of this provision, it can go ahead and do it anyhow. You can come in here and vote yourself a \$5,000 increase in salary if you want to, but this provision simply provides that for Cabinet officers, judges, top executives, and Members of Congress, you can get an automatic increase following 1969 which will be right in harmony with the classified pay raises and keep thing in proper balance. I submit to you that this formula would make a real contribution to the continuation of orderly procedure regarding salaries. I sincerely hope that it will pass with your enthusiastic support.

Mr. CUNNINGHAM. Mr. Chairman, will the gentleman yield?

Mr. CORBETT. I yield to the gentleman from Nebraska.

Mr. CUNNINGHAM. What the gentleman is saying is that the two raises provided in this bill will not affect congressional salaries but any raises other than these two will provide an automatic increase in congressional salaries?

Mr. CORBETT. I greatly appreciate the gentleman pointing that out. In other words, in this bill where you have a raise occurring in October 1965 and in October 1966, it will not become effective in January 1967, but only pay raises that we might pass after January 1967 will have this effect. We will know full well when we pass them that they will become effective in 1969.

Mr. WAGGONER. Mr. Chairman, will the gentleman yield?

Mr. CORBETT. Yes. I yield to the gentleman.

Mr. WAGGONER. In effect what the gentleman's substitute does is simply to change the effective date of the committee bill from January 1967 to January 1969 but will not allow cumulative increases passed by the Salary Act of

1965 which take effect in 1965 and 1966.

Mr. CORBETT. It would not allow them to take effect in 1967 and, in other words, we would not be having any congressional pay raise in this bill.

Mr. POOL. Mr. Chairman, will the gentleman yield?

Mr. CORBETT. I yield.

Mr. POOL. In other words, what the gentleman is telling this House is that they are going to raise the salaries of all Federal employees and Members of Congress are going to wait until 1969 to get a raise, is that right?

Mr. CORBETT. And Cabinet officers.

Mr. POOL. I am against the gentleman's proposal and I hope the amendment is defeated.

Mr. CORBETT. I will say to the gentleman that the Constitution of the United States gives him every right to be as wrong as he wants to be.

Mr. UDALL. Mr. Chairman, I rise in opposition to the amendment.

Mr. Chairman, for the last 2 years I have been engaged in urging pay raises for Members of Congress. The one thing that I have wanted to do—and I commend the gentleman from Pennsylvania for his very constructive part in this matter—the one thing I have wanted to do is to make sure that we tackle this matter once and for all and get rid of it, and that never gain, as long as we have a Congress will Members be put in this unfortunate position of having to come in here and being the only Federal employees that have to take a position of voting on their own pay.

We devised a formula which simply keeps the system in balance. It keeps the system in balance all the way from the top to the bottom and from now forevermore will make sure that congressional salaries, Cabinet officers' salaries and Federal judges' salaries are related to the Federal salary system. Every time this comes up we get an acute case of congressional shakes and trepidations; and Members say, If we vote a salary raise in 1967 or 1969 or 1981 or 1985, if there is any bill that even hints or smells or suggests that there might be a salary raise involved for Congress that every Member of Congress is going to go down the drain.

Members who were here in the last Congress know that we faced up to this question. I hear speeches around here all the time to the effect, "Let us face our responsibilities, let us not be afraid." This is a tough responsibility that we have. You have got a chance now to set up some machinery that will forever resolve the question. All you have to do is to march down the teller line or stand up and be counted one time tonight, and that will be the end of it. It will be done for all time.

I have never talked to a Member yet who has quarreled with the basis of what I am trying to do here in this proposal, in this bill, and that is set up some adequate machinery. I have more confidence in the American people than to think that they are a bunch of simple, foolish people, unsophisticated people, who do not recognize that this is the biggest enterprise on earth. We are the board of directors for a \$100 billion busi-

ness. We control giant departments. We write the laws on which depend the safety and the welfare of the people of this country. I think the people recognize that we ought to be heard, and that we ought to be paid at least as much as the third vice president of some New York bank or the second vice president of some corporation.

Mr. Chairman, let me leave you with one thought. Many Members have said that a 1967 pay raise, not this year, but next year or the year after, would be difficult. Whatever you do, I hope and pray that you vote down the amendment and the Corbett substitute. If you cannot go all the way with it, and we get down to the question whether you are going to have this machinery or not, then you ought to support the gentleman from Pennsylvania on his substitute, because this is the thing that would establish the permanent machinery. Let us get this resolved tonight, because in the last 100 years before 1964, Congress raised its pay four times, an average of once every 25 years.

Now, Mr. Chairman, I have taken a beating on this for 2 years. If we cannot write this permanent machinery into law tonight, I quit; I am not going to fight the battle any more. And I am telling you that it will be 15 or 20 years before any adjustments are made for Federal judges, Federal executives, or Members of Congress. This is the important decision that we face.

Mr. OLSEN of Montana. Mr. Chairman, will the gentleman yield?

Mr. UDALL. I yield.

Mr. OLSEN of Montana. Does the gentleman know any Member who argued against a pay raise 2 years ago who refused to accept the increased salary?

Mr. UDALL. I am advised by the Sergeant at Arms that there was no such instance.

Mr. BALDWIN. Mr. Chairman, I move to strike the requisite number of words.

(Mr. BALDWIN asked and was given permission to revise and extend his remarks.)

Mr. HARSHA. Mr. Chairman, will the gentleman yield?

Mr. BALDWIN. I yield to the gentleman from Ohio.

Mr. HARSHA. Mr. Chairman, I ask unanimous consent to extend my remarks immediately following the remarks of the gentleman from California [Mr. BALDWIN].

The CHAIRMAN. Is there objection to the request of the gentleman from Ohio?

There was no objection.

Mr. GRIFFIN. Mr. Chairman, will the gentleman yield?

Mr. BALDWIN. I yield to the gentleman from Michigan.

Mr. GRIFFIN. Mr. Chairman, I rise to indicate my strong support for the amendment offered by the gentleman from North Carolina.

The salary of Congressmen should not be tied automatically to the salary level of other Federal employees. Any proposal put forth in the future to increase the pay of postal and other civil service employees ought to be judged on its own

merit. But a Congressman would have difficulty judging such a proposal solely on its merit if his own salary is going to be affected by his vote.

Whether Federal civil service employees would gain or lose by having their pay tied to congressional salaries is a matter on which opinions may differ. But there can be no doubt that the salaries of Federal employees will be affected by such an arrangement.

Because Congressmen are usually reluctant to vote themselves a pay raise—and they do so only at infrequent intervals—I am inclined to believe that Federal employees would be prejudiced and would actually suffer in the future under such an arrangement.

In any event, I am confident the public interest would suffer. I feel so strongly on this point that I intend to vote against the pending bill unless the automatic congressional pay feature is removed. If the Broyhill amendment is adopted, then I intend to vote for the bill.

Mr. BALDWIN. Mr. Chairman, I rise in support of the amendment offered by the gentleman from North Carolina [Mr. BROYHILL] and in opposition to the substitute offered by the gentleman from Pennsylvania [Mr. CORBETT].

Mr. Chairman, it seems to me that either section 205 in the bill or the substitute offered by the gentleman from Pennsylvania is basically a dodge as far as congressional responsibilities are concerned. In either case it is evident that the objective of it is to enable Members of Congress to avoid telling their constituents whether or not they individually voted themselves or had any part in pay raises affecting Members of Congress.

Basically, Mr. Chairman, this is a dodge of our congressional responsibilities.

This is likewise true in the case of pay for the judges and for the pay of Cabinet officers.

Last year in our best judgment we decided to make a different percentage increase in the pay of the Judges of the Supreme Court than we did in the case of the pay of the Cabinet members or the Members of Congress. We decided that the pay increase for the judges should be different percentage-wise than the pay increase for Cabinet officers, or the pay increase for Members of Congress.

I do not know whether 4 years from now it will be good judgment for us to give the same percentage increase to the members of the judicial branch as to the Cabinet officials or to the Members of Congress.

Mr. Chairman, I believe we should reserve our right to make that decision at that time and not dodge this responsibility and go out to our constituents and say, "Yes, we did get a pay raise, but we had nothing to do with it; it was done by some previous Congress and we wash our hands of it and we have no responsibility for it."

Mr. Chairman, this is not my concept of the responsibility given to us under the Constitution as the legislative branch of the Government and for this reason I support the Broyhill amendment.

Mr. NELSEN. Mr. Chairman, will the gentleman yield?

Mr. BALDWIN. I yield to the gentleman from Minnesota.

(Mr. NELSEN asked and was given permission to revise and extend his remarks.)

Mr. NELSEN. Mr. Chairman, I support the Broyhill amendment to this bill—because Members of Congress should set the example in trying to hold the line on the runaway inflationary trend that seems to prevail.

The Broyhill amendment would strike from this bill the salary increase proposed for Members of Congress and I support the amendment.

Mr. HARSHA. Mr. Chairman, I rise in support of the Broyhill amendment. I had a similar amendment to offer but because the gentleman from North Carolina was a member of the committee he was recognized first.

Mr. Chairman, to adopt either the provisions of the bill relative to congressional pay raises on the Corbett substitute is to avoid our responsibilities to our constituents. In view of our huge deficit, the enormous expenditures for questionable domestic programs, the additional outlay of funds necessitated by the Vietnamese war and the sacrifices we are called upon to make in the cause of national defense, it is absolutely imperative that we curtail nonessential expenditures. Certainly after receiving a huge salary increase last year, Congress should not now turn around, under these circumstances and immediately increase its salary again. How can this Government justify asking industry to curtail price increases, or labor to limit wage increases to 3 or 4 percent, then turn around and raise the salary of Congress by more than 11 percent after such a large raise last year. This Congress has demonstrated very little fiscal responsibility, but to add another pay raise now is taxing the understanding of the taxpayers.

Mr. Chairman, I urge the Committee to adopt the Broyhill amendment.

Mr. GROSS. Mr. Chairman, I move to strike the requisite number of words.

(Mr. GROSS asked and was given permission to revise and extend his remarks.)

Mr. GROSS. Mr. Chairman, I rise in support of the Broyhill amendment and in opposition to the amendment of the gentleman from Pennsylvania [Mr. CORBETT].

Mr. Chairman, no matter how thin or thick it is cut, the Corbett amendment means an automatic pay increase after a period of time for Members of Congress. In other words, Members of Congress voting for an increase for Federal employees at a future time, will automatically benefit from the increase that they have voted for the employees.

Mr. Chairman, I join with the gentleman from California [Mr. BALDWIN] in asserting that we have no knowledge of what the situation will be in this country 2 years hence or even a year hence with respect to Government finances.

Mr. Chairman, this is ducking and dodging. With the provision in the bill or with the Corbett amendment we are ducking and dodging on this issue. We

are riding on the coattails of salary increases which the Congress itself will vote to Federal employees.

Mr. Chairman, I urge the House to defeat the Corbett amendment and adopt the amendment which has been offered by the gentleman from North Carolina [Mr. BROYHILL], which will strike out automatic pay increases for Members of Congress.

Mr. PICKLE. Mr. Chairman, will the gentleman yield?

Mr. GROSS. Yes, I yield to the gentleman from Texas.

Mr. PICKLE. I simply want to say that there will be some on this side of the aisle who share your views. I agree with the gentleman that the Broyhill amendment should pass and that the Corbett amendment should not.

I believe it is our responsibility, and I think the people expect us to come here and say when we are going to raise our salaries. I do not think we ought to duck it. I think when that time comes we ought to rise up to it and for that reason I am in agreement with the gentleman from California [Mr. BALDWIN] and the gentleman from Iowa [Mr. GROSS] with whom I do not always agree, but I do on this issue.

Mr. UDALL. Mr. Chairman, will the gentleman yield?

Mr. GROSS. Yes, I yield to the gentleman from Arizona.

Mr. UDALL. The gentleman from Iowa says we are ducking and dodging on this issue and let us not duck or dodge our responsibilities.

Last year we had a pay bill which after 15 years would have raised what was largely an outrageously low congressional salary. The gentleman from Iowa faced his responsibility by voting against it.

Mr. GROSS. That is right.

Mr. UDALL. Yet, when we propose to do this in an orderly fashion and in a permanent fashion that will—

Mr. GROSS. No; I will not agree with the gentleman that this is meeting squarely the issue of a pay increase for Members of Congress, the executive branch, and the Federal judiciary.

We would not be facing up to our responsibility in orderly fashion. We would be riding the coattails of future increases which we voted to employees of the Federal Government. This is what we will be doing unless we adopt the Broyhill amendment.

Mr. DERWINSKI. Mr. Chairman, I rise in support of the Corbett amendment.

Mr. Chairman, let us be as practical as we can. It is not easy for Members to vote themselves a pay increase. As a matter of fact, it is something we naturally duck. But, let us look at the facts of life. Sooner or later there will be another congressional salary increase. Maybe it is not going to be in 1969 or 1970, it may be in 1971 or 1975. If we wait without setting up a proper procedure we will be forced to consider tremendous increases in our salaries, because a raise from \$30,000 to \$40,000 in 1975 would follow a pattern. The raise from \$22,500 to \$30,000 was too much at one time.

If we establish the machinery for a small percentage increase in salaries based on the cost of living and other factors, I believe it will be the most effective way of meeting this subject.

The gentleman from Arizona has spent most of the afternoon receiving commendations of Members for handling the bill. This is the section of the bill wherein he devoted special attention. He recognized that it is not an easy thing politically to be advocating a pay increase for himself and 534 other Members. But he wants to do the practical thing. This is the practical, long-term approach, and the gentleman from Pennsylvania has offered the additional practicability of not putting the burden of a pay increase on any Member of the present Congress.

If we want to be practical, if we want to approach this from the standpoint of orderly procedure, this is the answer. We will not have to jump our salaries years from now when the financial pressures on Members may require it. We also recognize there are individual Members who could afford to give away their salary, but there are Members having a hard time making ends meet. We cannot adjust salaries to suit the personal background of the individual. But we can do the most practical thing, and that is to accept the proposal of the gentleman from Pennsylvania that will establish, come 1969, in an orderly and controlled way, an increase in the congressional salaries.

May I point out to the gentleman from Iowa that come 1967 we will have another Federal pay bill on the floor, so that if at that time the economic position of the country has changed, if at that time the cost of keeping the peace will have risen to new heights, we could revoke the Corbett amendment.

In other words, we will have another shot at this. But the logical way to proceed and the really honest and effective way to proceed is to accept the amendment offered by the gentleman from Pennsylvania.

Mr. POOL. Mr. Chairman, will the gentleman yield?

Mr. DERWINSKI. I yield to the gentleman.

Mr. POOL. In my opinion, the logical way to proceed is to raise the Congressman's salary every time Federal employees get a raise. Then you would not have to come out here and try to get a raise of \$7,500 or \$10,000. It is almost impossible to get a raise. That is what happened the last time. Be practical about this. The American public is not going to get mad at Congressmen for doing the right thing. There is nothing wrong with Congressmen getting the same increases and raises that other Federal employees get, and if anybody can show me that I am wrong on that, I will resign from the Congress.

Mr. GROSS. Mr. Chairman, will the gentleman yield?

Mr. DERWINSKI. I yield to the gentleman.

Mr. GROSS. Now we are apparently about to climb on the backs of the Federal employees and get a ride; is that about the situation?

Mr. DERWINSKI. The gentleman from Iowa knows that I opposed last year's congressional pay bill because it was too large an increase in 1 year. The way to meet the problem is by an orderly procedure. But so that I will not be misunderstood, let me emphasize to the Members that my support of the Udall-Corbett position is an individual position. At this point I am no longer speaking for the administration.

(Mr. RACE asked and was given permission to extend his remarks at this point in the RECORD.)

Mr. RACE. Mr. Chairman, the amendment which has been offered and of which I am a cosponsor will delete that section of the bill which provides for Members of Congress when other employees receive such a raise. I offer this amendment in order that I might vote for this bill, which would grant a much-needed pay raise to the other men and women who work so diligently for our Government. If the provision for automatic pay increases remains in this bill, I am certain that many of my colleagues from both sides of the aisle will be forced to join with me in opposing this legislation.

The pay raise for Members of Congress could amount to almost 10 percent when the 90th Congress convenes in January of 1967. I oppose this raise and such future automatic raises for two reasons:

First of all, this—the 89th Congress—is the recipient of a whopping \$7,500 per year boost in pay increase. This raise is more than the entire income of most of the residents of my district.

Earlier this year, this body decided to raise the salaries of Army privates \$8 per month but now is considering giving itself another raise which could amount to \$3,000 per year. I do not believe, Mr. Chairman, that the American people will stand for such an inequity.

Second, I recognize the fact that on occasion a pay raise for Members of Congress will be justified. On those occasions, I believe that the American people will also recognize the need and will not object to the Congress authorizing such an increase. But, I sincerely believe that the people whom we represent will object to authorizing such automatic pay raises, whether or not they are warranted. No Member should object to standing up and casting his vote to raise his salary as has always been done in the past.

Mr. Chairman, I am convinced that it is vitally important that we remove this section from the bill. If the Members of this body believe that such a raise is justified, let us bring up such a bill and vote on it. If we do so, the American people will know where each one of us stands on the issue. If we vote on such a bill, it will pass or meet defeat on its merits. But to allow such a raise to come through the back door—through the provision of automatic pay raises—I believe that the Members of this body will be abdicating their responsibility.

I do not believe that any such pay raise is warranted at this time. We cannot very well discuss the problems of poverty on one day and on the next earmark funds far into the future which will be

used to pad salaries of that segment of the population which needs it least.

Mr. Chairman, I appeal to my colleagues to support the amendment which will delete this section of the bill. With the deletion of this section, we will assure passage of legislation which provides a warranted raise for our civil employees.

(Mr. QUIE asked and was given permission to extend his remarks at this point in the RECORD.)

Mr. QUIE. Mr. Chairman, I rise in support of the Broyhill amendment. The gentleman from California [Mr. BALDWIN] and the gentleman from Iowa [Mr. GROSS] made excellent statements and I commend them. If the congressional pay increase is to be automatic each time there is a classified and postal employees pay increase, we will have placed every future pay increase bill in the future in the same untenable position that last year increase was placed. I felt that a \$7,500 pay increase was not justified nor was the increase for executive and judicial positions. The situation will just be continued in the future with this automatic increase so I ask that the Broyhill amendment be adopted. Our present salary ought to stand for some time into the future and any further increase ought to come only after the report of a thorough executive, congressional task force study.

(Mr. SLACK asked and was given permission to extend his remarks at this point in the RECORD.)

[Mr. SLACK addressed the Committee. His remarks will appear hereafter in the Appendix.]

The CHAIRMAN. The question is on the substitute amendment offered by the gentleman from Pennsylvania [Mr. CORBETT] for the amendment offered by the gentleman from North Carolina [Mr. BROYHILL].

The amendment was rejected.

The CHAIRMAN. The question recurs on the amendment offered by the gentleman from North Carolina [Mr. BROYHILL].

Mr. VIGORITO. Mr. Chairman, I ask unanimous consent that the Clerk again read the amendment on which we are about to vote.

The CHAIRMAN. Without objection, the Clerk will again report the amendment.

There was no objection.

The Clerk read the amendment.

The CHAIRMAN. The question is on the amendment offered by the gentleman from North Carolina [Mr. BROYHILL].

The question was taken; and the Chair announced that the "noes" appeared to have it.

Mr. BROYHILL of North Carolina. Mr. Chairman, I ask for tellers.

Tellers were ordered, and the Chairman appointed as tellers Mr. BROYHILL of North Carolina and Mr. UDALL.

The Committee divided and the tellers reported that there were—ayes 111, noes 135.

So the amendment was rejected.

AMENDMENT OFFERED BY MR. ROGERS OF COLORADO

Mr. ROGERS of Colorado. Mr. Chairman, I offer two perfecting amendments,

and ask unanimous consent that they be considered en bloc.

The CHAIRMAN. Without objection, it is so ordered.

The Clerk read as follows:

Amendments offered by Mr. ROGERS of Colorado: On page 37, line 6, after "States" insert the following: ", Referees in Bankruptcy, the Director and the Deputy Director of the Administrative Office of the United States Courts, and Commissioners of the Court of Claims".

On page 38, line 17, delete the word "section: and insert in lieu thereof "sections 402(d) and".

Mr. ROGERS of Colorado. Mr. Chairman, these are two perfecting amendments which I believe came about as a result of an oversight.

The first amendment would include certain judicial officers within the purview of the Federal salary review authorized under section 203(a) of the bill.

The second amendment would include referees in bankruptcy in section 205 of the bill which provides for automatic adjustment in salary rates for Federal executives, judges, and Members of Congress.

Both amendments would perfect the bill and would carry forward the uniform treatment of certain judicial officers in accordance with the policy contained in Public Law 88-426, the Federal Judiciary Salary Act of 1964.

Mr. UDALL. Mr. Chairman, will the gentleman yield?

Mr. ROGERS of Colorado. I yield to the gentleman from Arizona.

Mr. UDALL. I have studied the amendments offered by the gentlemen. They were proposed by the Administrative Office of the Courts. They are necessitated because we were not given the information in time by the court system. They have no cost associated with them. I believe they are good amendments, and I support them.

Mr. ROGERS of Colorado. I thank the gentleman.

The CHAIRMAN. The question is on the amendments offered by the gentleman from Colorado.

The amendments were agreed to.

Mr. UDALL. Mr. Chairman, I move to strike the necessary number of words.

I wish to say to my colleagues that, so far as I know, we have disposed of most, if not all, of the amendments to be proposed. In view of the kind of things which have been said today, I thought I might balance the day up by losing some of my friends, in reading to the House some poetry. I had compiled a poem in honor of this occasion.

We have heard so much about guidelines and inflation and the difficulties we had in connection with this, so, with apologies to Robert W. Service, H. R. Gross, Billy Matthews, and some of the other great poets of the House, in view of the fact that we have passed the arts and humanities bill, and in view of the need for culture in the Nation and in the House, perhaps a little poetry would end the day on a proper note.

This great document goes as follows:

AN ODE TO SOME GUIDELINES

Oh, the Capitol lights have seen strange sights,

But the strangest they ever did see
Was the fight on the Hill for the salary bill
To give full comparability.

Oh the threat of inflation, the debt of the Nation,

Cause the mailman's pay to lag behind,
you see.

But it's not the same tough deal when you get to U.S. Steel

Or the generals and the brass at DOD.

Four percent's okay for Abel sitting at the salary table,

And it's good for you and me and General Motors,

But for the postal clerk? Why, by some strange quirk,

This would shock the mass of undecided voters.

Should the pay be quite inferior down at Justice and Interior,

While truckers and longshoremen climb up high?

Would it really be unbearable to make the pay comparable

For your mailmen and the boys at FBI?

Should we heed the rigid guidelines and leave NASA on the sidelines,

And tell them maybe later will be fine?

Should the Federal men all moonlight, and their friend give up the fight.

And maybe do the job in 69.

At the risk of my life I will read one final stanza, since I have had such an enthusiastic reception:

To you in the Grand Old Party, make your speeches loud and hearty,

And should the final voting turn out close,
I think you really oughter recall our friend

Goldwater—

Vote with us and not the fearless H. R. Gross.

AMENDMENT OFFERED BY MR. VIGORITO

Mr. VIGORITO. Mr. Chairman, I offer an amendment.

The Clerk read as follows:

Amendment offered by Mr. VIGORITO: Page 38, line 16, strike out "sections 203 and 204" and insert in lieu thereof "section 203".

Mr. UDALL. Mr. Chairman, a parliamentary inquiry.

The CHAIRMAN. The gentleman will state it.

Mr. UDALL. I understood that this section had just been voted on and the matter disposed of in relation to the amendments offered by the gentleman from Pennsylvania [Mr. CORBETT] and the gentleman from North Carolina [Mr. BROYHILL].

The CHAIRMAN. In answer to the parliamentary inquiry, the Chair will state that the section is still open for amendments and clarifying amendments.

Mr. VIGORITO. Mr. Chairman, my amendment is a very simple and brief amendment. It differs from a preceding amendment that was defeated earlier which struck out the whole section from line 9 on down to the following page. My amendment merely will strike out and eliminate the automatic pay raises for Members of Congress.

The CHAIRMAN. The question is on

the amendment offered by the gentleman from Pennsylvania.

The amendment was rejected.

AMENDMENT OFFERED BY MR. JONES OF MISSOURI

Mr. JONES of Missouri. Mr. Chairman, I offer an amendment.

The Clerk read as follows:

Amendment offered by Mr. JONES of Missouri: On page 39, line 5, substitute a semicolon for the period and add the following proviso: "Provided, That there shall be no increase in any congressional salaries until and unless there shall have been a reduction in the national debt, and the Congress shall have curtailed appropriations to the extent that a balanced budget has been maintained for the two fiscal years prior to the beginning of the Congress in which such increase in salaries would have taken place."

Mr. JONES of Missouri. Mr. Chairman, we have heard a lot about responsibility. We have heard a lot about comparability. All this amendment seeks to do is, if we operate this Government in a businesslike manner, and if we try to conserve the finances of the Government, then I think we would be entitled to a pay raise. During the past 12 years, in 10 of those years we were having about the most prosperous times we could have had, but the national debt has continued to go up. We had a balanced budget I think 2 years out of the last 20. If we are the operators and are responsible for the operation of this Government, we are doing a pretty poor job, because we continue to lose money every year. We do not have the intelligence or the nerve to tax people enough to pay for all of the commitments we are making all over the land. All this means is that when Congress meets its responsibility in balancing the budget, then I think you would have an opportunity and would deserve an increase in pay. Until that time comes I do not think we have any reason to ask the people to pay us an increased salary. If you were operating a private business and your board of directors could not operate that business properly, I do not think they would feel as though the stockholders should increase the salary of those who were responsible for the operation of that business. I think this amendment here would place the responsibility where it belongs. When you do a good job you will be eligible for a pay increase.

Mr. HAYS. Mr. Chairman, I rise in opposition to the amendment.

Mr. Chairman, I do not agree with the purposes of the gentleman's amendment but on three conditions I might find it possible to vote for it. First, if it is defeated, if the gentleman will refuse to take the salary increase. I notice he did not refuse to take the last one, although he is against it.

Second, if the budget is not balanced, if he will give up his trips to the Interparliamentary Union which sometimes take him around the world.

Mr. JONES of Missouri. Mr. Chairman, will the gentleman yield?

Mr. HAYS. I am not going to give up any of my trips.

Mr. JONES of Missouri. All right.

Mr. HAYS. Because I am for the bill. And, third, if the gentleman will vote to cut up the sugar lumps and cut giving out all of this gravy in sugar, and what-have-you, to the sugar producers, if we will just tax that instead of giving it around willy-nilly to the one who has the highest paid lobbyist, maybe we can balance the budget. If you will agree to those three things, I will vote for your amendment.

The CHAIRMAN. The question is on the amendment offered by the gentleman from Missouri [Mr. JONES].

The amendment was rejected.

Mr. ASHBROOK. Mr. Chairman, I move to strike out the requisite number of words.

(Mr. ASHBROOK asked and was given permission to revise and extend his remarks.)

Mr. ASHBROOK. Mr. Chairman, I am sorry that the amendment striking the congressional pay increase section failed during the teller vote which we just completed. It has always been my thinking that we should not tie our pay increases to any gadget which would allow us to shirk our responsibilities. I am vitally interested in the bill which is before us and it is my hope that we do not jeopardize it by tying congressional pay to it.

President Johnson has worked hard on the other side of the aisle lining up support for further reduction in the increase which will be paid to our employees. I think he is wrong. This is one of the few areas which the word "economy" even seems to concern this administration. Far better to pay our breadwinners who are serving their Government a fair income to support their families than to pour billions into wasteful foreign-aid projects, feed our enemy and inaugurate new and wasteful poverty programs in this country. The President feels that a 3-percent increase is enough. I do not and opposed the amendment to reduce the 4½ percent provided in the bill to 4 percent.

I am hopeful that we can restore this cut and take out the congressional escape valve pay increase which has sneaked into this bill. I firmly support the concept of paying a man what he is worth and the principle of comparability. Let us make this a bill which we can be proud of.

Mr. KEITH. Mr. Chairman, I move to strike out the requisite number of words.

Mr. Chairman, I appreciate this audience. It is the largest that I have addressed since the campaign. I regret that unlike the previous speaker I do not have any poetry for you. I tried to recall something from the "Face on the Bar-room Floor" that would fit the well of this House, but I was unable to do so.

Mr. Chairman, I will say that if the Congress looks carefully at this bill we will find some things that should cause us some concern as we go back to our communities.

I took the liberty of calling a large hospital that serves the people of my

district. I did so because after hearing about the comparability feature I was concerned about the starting pay of some of the positions in the Veterans' Administration hospitals.

I found in one of the best private hospitals on the outskirts of Greater Boston that the chief pharmacist gets \$125 a week and the chief dietitian gets \$150 a week. In the veterans hospitals of similar size they may expect to get from \$50 to \$75 more per week.

Then I looked into the nurse situation. We start them off in this bill at around \$6,000. In Greater Boston they go to work for \$96 a week.

Then I looked at the fringe benefits. The average private or charitable hospital—and I suspect that the hospitals of your districts do not do any better than the hospitals in Boston—the hospitals in Boston start these nurses at \$96 a week; and in many cases there is no group insurance, no severance pay, only 2 weeks' vacation, no pension plan, and overtime pay is at the regular rate.

I just wanted to get this off my chest, to say that this comparability feature does not apply in many areas where we have been led to believe that it does apply. I think that when we ask our hospitals at home to continue to serve our patients at \$27 to \$38 a day, depending on whether it is ward care or a private room, we must recognize that if they have to compete with the Federal Government they may have to raise that charge to \$50 a day.

Mr. Chairman, I feel we should reflect upon this feature of this bill and recognize the problem that we are creating when we compel semiprivate and charitable hospitals to compete with the pay schedules and fringe benefits that we are establishing for these veterans' hospitals.

Now, Mr. Chairman, I am not opposed to decent wages for Federal employees—I am interested in their morale and in their welfare. I have always supported pay increases that have been necessary to enable them to support themselves and their families in a manner comparable—and in some instances even better—than their counterparts in the private community. For example, you all know of my support for the pay raise for the personnel in the armed services.

But, Mr. Chairman, we must consider also the impact that this wage increase will have on both the patients and the employees in the private hospitals. In my opinion, the comparability feature as it pertains to professional personnel in the medical field has been unnecessarily stretched in the bill before us.

Mr. BROYHILL of North Carolina. Mr. Chairman, I move to strike out the requisite number of words.

Mr. Chairman, at the appropriate time I intend to offer a motion to recommit with instructions to strike section 205 on pages 38 and 39 of the bill, the amendment which I offered a short time ago. This motion to recommit will strike this section which applies to future pay increases for Members of Congress, executives, members of the Cabinet, and judges.

The CHAIRMAN. Under the rule, the Committee rises.

Accordingly, the Committee rose; and the Speaker having resumed the chair, Mr. DENT, Chairman of the Committee of the Whole House on the State of the Union, reported that that Committee, having had under consideration the bill (H.R. 10281) to adjust the rates of basic compensation of certain officers and employees in the Federal Government, to establish the Federal Salary Review Commission, and for other purposes, pursuant to House Resolution 536, he reported the bill back to the House with sundry amendments adopted by the Committee of the Whole.

The SPEAKER. Under the rule, the previous question is ordered.

Is a separate vote demanded on any amendment? If not, the Chair will put them en gros.

The amendments were agreed to.

The SPEAKER. The question is on the engrossment and third reading of the bill.

The bill was ordered to be engrossed and read a third time, and was read the third time.

MOTION TO RECOMMIT

Mr. BROYHILL of North Carolina. Mr. Speaker, I offer a motion to recommit.

The SPEAKER. Is the gentleman opposed to the bill?

Mr. BROYHILL of North Carolina. I am, Mr. Speaker, in its present form.

The SPEAKER. The gentleman qualifies.

The Clerk will report the motion to recommit.

The Clerk read as follows:

Mr. BROYHILL of North Carolina moves to recommit the bill, H.R. 10281, to the Committee on Post Office and Civil Service with instructions to report the bill forthwith with the following amendment: On page 38, strike out line 9 and all that follows through line 5 on page 39.

The SPEAKER. Without objection, the previous question is ordered.

There was no objection.

The SPEAKER. The question is on the motion to recommit.

Mr. BROYHILL of North Carolina. Mr. Speaker, on that I demand the yeas and nays.

The yeas and nays were ordered.

The question was taken; and there were—yeas 238, nays 140, answered "present" 1, not voting 53, as follows:

[Roll No. 342]

YEAS—238

Abbott	Bennett	Clancy
Abernethy	Berry	Clausen,
Anderson,	Betts	Don H.
Tenn.	Boggs	Clawson, Del
Andrews,	Boland	Cleveland
Glenn	Bow	Collier
Andrews,	Bray	Conable
N. Dak.	Brook	Conte
Arends	Broomfield	Cooley
Ashbrook	Broyhill, N.C.	Corbett
Ashmore	Buchanan	Craley
Ayres	Burleson	Cramer
Baldwin	Byrnes, Wis.	Cunningham
Bandstra	Cahill	Curtin
Baring	Callan	Curtis
Bates	Callaway	Dague
Battin	Casey	Davis, Ga.
Beckworth	Cederberg	Davis, Wis.
Belcher	Chamberlain	de la Garza
Bell	Chelf	Devine

Dickinson
Diggs
Dole
Donohue
Dowdy
Downing
Dulski
Duncan, Tenn.
Dwyer
Dyal
Edmondson
Edwards, Ala.
Ellsworth
Erlenborn
Everett
Farnsley
Feighan
Findley
Fisher
Flynt
Foley
Ford, Gerald R.
Fountain
Fulton, Pa.
Fulton, Tenn.
Fuqua
Gathings
Gettys
Gibbons
Gilligan
Greigg
Grider
Griffin
Gross
Grover
Gurney
Hagan, Ga.
Haley
Hall
Halleck
Halpern
Hamilton
Hansen, Idaho
Harsha
Harvey, Ind.
Harvey, Mich.
Hechler
Henderson
Herlong
Horton
Hull
Hungate
Hutchinson
Ichord
Jarman
Johnson, Pa.
Jonas
Jones, Ala.
Jones, Mo.
Kastenmeier
Keith

King, N.Y.
King, Utah
Kornegay
Kunkel
Laird
Landrum
Langen
Latta
Lennon
Lipscomb
Love
McCarthy
McClory
McCulloch
McDade
McEwen
McMillan
McVicker
MacGregor
Machen
Mahon
Marsh
Martin, Mass.
Martin, Nebr.
Matthews
Meeds
Mills
Mink
Minshall
Moeller
Monagan
Moore
Morrison
Morse
Morton
Mosher
Murray
Natcher
Nelsen
O'Brien
O'Hara, Mich.
O'Konski
Olson, Minn.
O'Neal, Ga.
Passman
Patten
Pelly
Perkins
Pickles
Pike
Pirnie
Poage
Poff
Pucinski
Quile
Quillen
Race
Randall
Reid, Ill.
Reifel
Reinecke

Reuss
Rhodes, Ariz.
Rhodes, Pa.
Roberts
Rogers, Colo.
Rogers, Fla.
Rogers, Tex.
Roudebush
Roush
Ryan
Satterfield
Saylor
Schisler
Schmidhauser
Schneebeli
Schweiker
Secrest
Selden
Senger
Shriver
Sikes
Skubitz
Slack
Smith, Calif.
Smith, N.Y.
Smith, Va.
Springer
Stafford
Stalbaum
Stanton
Steed
Stratton
Stubblefield
Talcott
Taylor
Teague, Calif.
Thomson, Wis.
Tuck
Tuten
Utt
Van Deerlin
Vanik
Vigorito
Vivian
Waggonner
Walker, Miss.
Watkins
Watson
Watts
Whalley
White, Idaho
White, Tex.
Whitener
Whitten
Widnall
Williams
Wright
Wydler
Yates
Younger

NAYS—140

Adams
Addabbo
Albert
Annunzio
Ashley
Barrett
Bingham
Blatnik
Bolling
Brademas
Brooks
Brown, Calif.
Broyhill, Va.
Burke
Burton, Calif.
Byrne, Pa.
Cabell
Cameron
Carey
Clark
Clevenger
Cohelan
Conyers
Corman
Culver
Daddario
Daniels
Delaney
Dent
Denton
Dingell
Evans, Colo.
Fallon
Farbstein
Farnum
Fascell
Fino
Flood
Fogarty
Ford
William D.

Fraser
Friedel
Gallagher
Garmatz
Gialmo
Gilbert
Gonzalez
Grabowski
Gray
Green, Oreg.
Green, Pa.
Griffiths
Gubser
Hagen, Calif.
Hanley
Hanna
Hansen, Wash.
Harris
Hathaway
Hawkins
Hays
Helstoski
Hicks
Holland
Howard
Huot
Irwin
Jacobs
Jennings
Joelson
Johnson, Calif.
Karsten
Karth
Kee
Kelly
King, Calif.
Klirwan
Kluczynski
Krebs
Leggett
Long, Md.

McDowell
McFall
McGrath
Mackay
Mackie
Madden
Mailliard
Mathias
Matsunaga
Miller
Minish
Moorhead
Morgan
Moss
Multer
Murphy, Ill.
Nedzi
Nix
Olsen, Mont.
O'Neill, Mass.
Ottinger
Pepper
Philbin
Pool
Powell
Price
Reid, N.Y.
Resnick
Rodino
Ronan
Rooney, N.Y.
Rooney, Pa.
Rosenthal
Rostenkowski
Roybal
St Germain
St. Onge
Scheuer
Shipley
Sickles
Sisk

Staggers
Stephens
Sullivan
Sweeney
Teague, Tex.
Tenzer
Todd

Trimble
Tunney
Tupper
Udall
Ullman
Walker, N. Mex.
Weltner

Wilson,
Charles H.
Wolff
Young
Zablocki

ANSWERED "PRESENT"—1

Derwinski

NOT VOTING—53

Adair
Anderson, Ill.
Andrews,
George W.
Aspinall
Bolton
Bonner
Burton, Utah
Carter
Celler
Colmer
Dawson
Dorn
Dow
Duncan, Oreg.
Edwards, Calif.
Evins, Tenn.
Frelinghuysen

Goodell
Hansen, Iowa
Hardy
Hébert
Holifield
Hosmer
Johnson, Okla.
Keogh
Lindsay
Long, La.
Macdonald
Martin, Ala.
May
Michel
Mize
Morris
Murphy, N.Y.
O'Hara, Ill.

Patman
Purcell
Redlin
Rivers, S.C.
Rivers, Alaska
Robison
Roncalio
Rumsfeld
Scott
Smith, Iowa
Thomas
Thompson, N.J.
Thompson, Tex.
Toll
Willis
Wilson, Bob
Wyatt

So the motion to recommit was agreed to.

The Clerk announced the following pairs:

On this vote:

Mrs. May for, with Mr. Keogh against.
Mr. Hosmer for, with Mr. Holifield against.
Mr. Rumsfeld for, with Mr. Derwinski against.
Mr. Wyatt for, with Mr. Celler against.
Mr. Adair for, with Mr. Dawson against.
Mr. Burton of Utah for, with Mr. Murphy of New York against.
Mr. Carter for, with Mr. O'Hara of Illinois, against.
Mr. Mize for, with Mr. Roncalio against.
Mr. Bob Wilson for, with Mr. Thompson of New Jersey against.

Until further notice:

Mr. Hébert with Mr. Goodell.
Mr. Bonner with Mr. Frelinghuysen.
Mr. Evins with Mr. Anderson of Illinois.
Mr. Dorn with Mr. Martin of Alabama.
Mr. Willis with Mr. Michel.
Mr. Long of Louisiana with Mr. Robison.
Mr. Rivers of South Carolina with Mrs. Bolton.
Mr. George W. Andrews with Mr. Aspinall.
Mr. Colmer with Mr. Dow.
Mr. Macdonald with Mr. Smith of Iowa.
Mr. Thomas with Mr. Morris.
Mr. Purcell with Mr. Hansen of Iowa.
Mr. Hardy with Mr. Redlin.
Mr. Rivers of Alaska with Mr. Edwards of California.
Mr. Duncan of Oregon with Mr. Patman.
Mr. Thompson of Texas with Mr. Johnson of Oklahoma.

Messrs. ANDERSON of Tennessee, FULTON of Tennessee, HECHLER, O'BRIEN, DULSKI, PASSMAN, WAGGONNER, and COOLEY changed their votes from "nay" to "yea."

Mr. ERLBORN and Mr. O'KONSKI changed their vote from "nay" to "yea."

Mr. DERWINSKI. Mr. Speaker, I have a live pair with the gentleman from Illinois, Mr. RUMSFELD. If he were here he would vote "yea." I voted "nay." Therefore, I withdraw my vote and vote "present."

The result of the vote was announced as above recorded.

Mr. MORRISON. Mr. Speaker, pursuant to the instructions of the House on the motion to recommit I report back the bill, H.R. 10281, with an amendment.

The Clerk read as follows:

On page 38, strike out line 9 and all that follows through line 5 on page 39.

The SPEAKER. The question is on the amendment.

The amendment was agreed to.

The SPEAKER. The question is on engrossment and third reading of the bill.

The bill was ordered to be engrossed and read a third time and was read the third time.

The SPEAKER. The question is on passage of the bill.

Mr. MORRISON. Mr. Speaker, on that I ask for the yeas and nays.

The yeas and nays were ordered.

The question was taken; and there were—yeas 370, nays 7, answered "present" 1, not voting 54, as follows:

[Roll No. 343]

YEAS—370

Abbutt
Abernethy
Adams
Addabbo
Anderson, Tenn.
Andrews,
Glenn
Andrews,
N. Dak.
Annunzio
Arends
Ashbrook
Ashley
Ashmore
Ayres
Baldwin
Bandstra
Baring
Barrett
Bates
Battin
Beckworth
Belcher
Bell
Bennett
Berry
Betts
Bingham
Blatnik
Boggs
Boland
Bolling
Bow
Brademas
Bray
Brock
Brooks
Broomfield
Brown, Calif.
Broyhill, N.C.
Broyhill, Va.
Buchanan
Burke
Burton, Calif.
Byrne, Pa.
Byrnes, Wis.
Cabell
Cahill
Callan
Callaway
Cameron
Carey
Casey
Cederberg
Chamberlain
Chelf
Clancy
Clark
Clausen,
Don H.
Clawson, Del.
Cleveland
Clevenger
Cohelan
Collier
Conable
Conte
Conyers
Cooley
Corbett
Corman
Craley
Cramer

Culver
Cunningham
Curtin
Daddario
Dague
Daniels
Davis, Ga.
Davis, Wis.
de la Garza
Delaney
Dent
Denton
Devine
Dickinson
Diggs
Dingell
Dole
Donohue
Dowdy
Downing
Dulski
Duncan, Tenn.
Dwyer
Dyal
Edmondson
Edwards, Ala.
Ellsworth
Erlenborn
Evans, Colo.
Everett
Fallon
Farbstein
Farnsley
Farnum
Fascell
Feighan
Fino
Fisher
Flood
Flynt
Fogarty
Foley
Ford,
William D.
Fountain
Fraser
Friedel
Fulton, Pa.
Fulton, Tenn.
Fuqua
Gallagher
Garmatz
Gathings
Gettys
Gialmo
Gibbons
Gilbert
Gilligan
Gonzalez
Grabowski
Gray
Green, Oreg.
Green, Pa.
Greigg
Grider
Griffin
Griffiths
Gross
Grover
Gubser
Gurney
Hagan, Ga.
Hagen, Calif.
Haley

Hall
Halleck
Halpern
Hamilton
Hanley
Hanna
Hansen, Idaho
Hansen, Wash.
Harris
Harsha
Harvey, Ind.
Harvey, Mich.
Hathaway
Hawkins
Hays
Hechler
Helstoski
Henderson
Herlong
Hicks
Holland
Horton
Howard
Hull
Hungate
Huot
Hutchinson
Ichord
Irwin
Jacobs
Jarman
Jennings
Joelson
Johnson, Calif.
Johnson, Pa.
Jonas
Jones, Ala.
Jones, Mo.
Karsten
Karth
Kastenmeier
Kee
Keith
Kelly
King, Calif.
King, N.Y.
King, Utah
Klirwan
Kluczynski
Kornegay
Krebs
Kunkel
Laird
Landrum
Langen
Latta
Leggett
Lennon
Lipscomb
Long, Md.
Love
McCarthy
McClory
McCulloch
McDade
McDowell
McEwen
McFall
McGrath
McMillan
McVicker
MacGregor
Machen
Mackay

Mackie	Pool	Stafford
Madden	Powell	Staggers
Mahon	Price	Stalbaum
Mailliard	Pucinski	Stanton
Marsh	Quinn	Steed
Martin, Mass.	Quillen	Stephens
Martin, Nebr.	Race	Stratton
Mathias	Randall	Stubblefield
Matsunaga	Reid, Ill.	Sullivan
Matthews	Reid, N.Y.	Sweeney
Meeds	Reifel	Talcott
Miller	Reinecke	Taylor
Mills	Resnick	Teague, Calif.
Minish	Reuss	Tenzer
Mink	Rhodes, Ariz.	Thomson, Wis.
Minshall	Rhodes, Pa.	Todd
Moeller	Roberts	Trimble
Monagan	Rodino	Tunney
Moore	Rogers, Colo.	Tupper
Moorhead	Rogers, Fla.	Tuten
Morgan	Rogers, Tex.	Udall
Morrison	Ronan	Ullman
Morse	Rooney, N.Y.	Utt
Morton	Rooney, Pa.	Van Deerlin
Mosher	Rosenthal	Vanik
Moss	Rostenkowski	Vigorito
Multer	Roudebush	Vivian
Murphy, Ill.	Roush	Waggonner
Murphy, N.Y.	Roybal	Walker, Miss.
Murray	Ryan	Walker, N. Mex.
Natcher	Satterfield	Watkins
Nedzi	St Germain	Watson
Nelsen	St. Onge	Watts
Nix	Saylor	Weltner
O'Brien	Scheuer	Whalley
O'Hara, Mich.	Schisler	White, Idaho
O'Konski	Schmidhauser	White, Tex.
Olsen, Mont.	Schneebell	Whitener
Olson, Minn.	Schwelker	Whitten
O'Neal, Ga.	Secrest	Widnall
O'Neill, Mass.	Seiden	Williams
Ottinger	Senner	Wilson
Passman	Shipley	Charles H.
Patten	Shriver	Wolf
Pelly	Sickles	Wright
Pepper	Sikes	Wyder
Perkins	Sisk	Yates
Philbin	Skubitz	Young
Pickle	Slack	Younger
Pike	Smith, Calif.	Zablocki
Pirnie	Smith, N.Y.	
Poff	Springer	

NAYS—7

Burleson	Poage	Tuck
Curtis	Smith, Va.	
Findley	Teague, Tex.	

ANSWERED "PRESENT"—1

Derwinski

NOT VOTING—54

Adair	Ford, Gerald R.	O'Hara, Ill.
Albert	Frelinghuysen	Patman
Anderson, Ill.	Goodell	Purcell
Andrews,	Hansen, Iowa	Redlin
George W.	Hardy	Rivers, S.C.
Aspinall	Hébert	Rivers, Alaska
Bolton	Hollfield	Robison
Bonner	Hosmer	Roncaglio
Burton, Utah	Johnson, Okla.	Rumsfeld
Carter	Keogh	Scott
Celler	Lindsay	Smith, Iowa
Colmer	Long, La.	Thomas
Dawson	Macdonald	Thompson, N.J.
Dorn	Martin, Ala.	Thompson, Tex.
Dow	May	Toll
Duncan, Oreg.	Michel	Willis
Edwards, Calif.	Mize	Wilson, Bob
Evins, Tenn.	Morris	Wyatt

So the bill was passed.

The Clerk announced the following pairs:

On this vote:

Mr. Rumsfeld for, with Mr. Derwinski against.

Until further notice:

Mr. Hollfield with Mr. Hosmer.

Mr. Keogh with Mr. Bob Wilson.

Mr. Hébert with Mrs. May.

Mr. Long of Louisiana with Mr. Martin of Alabama.

Mr. Toll with Mr. Goodell.

Mr. Albert with Mr. Gerald R. Ford.

Mr. O'Hara of Illinois with Mr. Frelinghuysen.

Mr. Bonner with Mr. Adair.

Mr. Dow with Mr. Robison.

Mr. Rivers of Alaska with Mrs. Bolton.

Mr. Evins with Mr. Carter.
Mr. Thompson of New Jersey with Mr. Wyatt.

Mr. Roncaglio with Mr. Burton of Utah.

Mr. Morris with Mr. Mize.

Mr. George W. Andrews with Mr. Michel.

Mr. Colmer with Mr. Anderson of Illinois.

Mr. Celler with Mr. Lindsay.

Mr. Purcell with Mr. Macdonald.

Mr. Hardy with Mr. Aspinall.

Mr. Smith of Iowa with Mr. Dawson.

Mr. Dorn with Mr. Duncan of Oregon.

Mr. Redlin with Mr. Edwards of California.

Mr. Rivers of South Carolina with Mr. Hansen of Iowa.

Mr. Willis with Mr. Patman.

Mr. Scott with Mr. Johnson of Oklahoma.

Mr. DERWINSKI. Mr. Speaker, I have a live pair with the gentleman from Illinois [Mr. RUMSFELD]. If he had been present, he would have voted "yea." I voted "nay." I withdraw my vote and vote "present."

The result of the vote was announced as above recorded.

A motion to reconsider was laid on the table.

GENERAL LEAVE

Mr. KREBS. Mr. Speaker, I ask unanimous consent that all Members may have 5 legislative days in which to revise and extend their remarks on the bill H.R. 10281.

The SPEAKER. Without objection, it is so ordered.

There was no objection.

FURTHER MESSAGE FROM THE SENATE

A further message from the Senate, by Mr. Arrington, one of its clerks, announced that the Senate agrees to the conference report on the disagreeing votes of the two Houses thereon to the bill (H.R. 2580) to amend the Immigration and Nationality Act, and for other purposes.

PATMAN INTRODUCES BILL TO PERMIT NECESSARY UTILIZATION OF SMALL BUSINESS ADMINISTRATION FINANCING PROGRAMS

(Mr. PATMAN asked and was given permission to extend his remarks at this point in the RECORD and to include extraneous matter.)

Mr. PATMAN. Mr. Speaker, it is urgent that the Small Business Administration revolving fund be "beefed up" to the level of loans permitted by law. In partial response to the needs of small business, which the SBA is designed to fill, I have introduced H.R. 11306. I earnestly hope that this extremely important measure may be enacted into law at the earliest possible moment. It is truly emergency legislation.

The bill would increase from \$1,721 to \$1,841 million the total amount of the revolving fund authorization established by section 4(c) of the Small Business Act for the purposes of the financial assistance programs conducted by the Small Business Administration pursuant to that act and pursuant to the Small Business Investment Act of 1958.

In substance section 4(c) presently permits SBA to have as much as \$1,841 million outstanding from the fund at any particular time for the purposes of the agency's financial assistance programs under the Small Business Act and the Small Business Investment Act of 1958. Nevertheless, it restricts appropriations for these same purposes to \$1,721 million.

Until recently, the section has always provided funding authority equal to the full sum of the separate dollar limitations on SBA's financial assistance activity. The present discrepancy of \$120 million stems from Public Law 89-78, which, without making a commensurate increase in the maximum amount of the authorization, raised from \$341 to \$461 million the aggregate sum that may be outstanding at any one time for the purposes of the small business investment program.

Since \$1,645 million have already been appropriated to the revolving fund, the existing authorization maximum of \$1,721 million limits further appropriations to \$76 million. It is entirely possible, in view of the unexpected number and magnitude of recent physical disasters, including hurricane Betsy, that a supplemental appropriation of more than \$76 million may be required in the near future to enable SBA to provide assistance to disaster victims and, at the same time, continue at planned levels the other important loan programs conducted by the Agency.

The provisions of the bill, adding \$120 million to the \$1,721 figure, would have the twofold effect of eliminating the described discrepancy and providing a wider margin of safety against the contingencies of the disaster loan program.

The text of the bill follows:

H.R. 11306

A bill to amend the Small Business Act

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That section 4(c) of the Small Business Act is amended by striking out "\$1,721,000,000" and inserting in lieu thereof \$1,841,000,000".

RECENT BANK FAILURES

(Mr. PATMAN asked and was given permission to extend his remarks at this point in the RECORD and to include extraneous matter.)

Mr. PATMAN. Mr. Speaker, during the past 2 years, 14 commercial banks around the country have failed. The number of these failures is large and surprising, especially following the long postwar period when only 2 or 3 failures a year were occurring.

Of course, these 14 failures do not indicate a great weakness in our economy as the bank failures of the 1920's and 1930's so well pointed to, but the actual failures do cause us to pause and take a hard look at the present banking situation. In the following article, published by the Federal Reserve Bank of Richmond, the failures were traced to four factors: changes in ownership for ulterior motives, misuse of certificates of deposits, bad loans, bad checks, and uncollectable cash items.

H. R. 10281

Read twice and referred to the Committee on Post Office and Civil Service

AN ACT

To adjust the rates of basic compensation of certain officers and employees in the Federal Government, to establish the Federal Salary Review Commission, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*
3 That this Act may be cited as the “Government Employees
4 Salary Comparability Act of 1965”.

TITLE I

SHORT TITLE

7 SECTION 101. This title may be cited as the “Federal
8 Salary Adjustment Act of 1965”.

1 EMPLOYEES SUBJECT TO CLASSIFICATION ACT OF 1949

2 SEC. 102. (a) Section 603 (b) of the Classification Act
3 of 1949, as amended (78 Stat. 400; 5 U.S.C. 1113 (b)), is
4 amended to read as follows:

5 “(b) Except as provided in section 111 (b) of the Fed-
6 eral Salary Adjustment Act of 1965, the compensation
7 schedule for the General Schedule shall be as follows:

“Grade	Per annum rates and steps									
	1	2	3	4	5	6	7	8	9	10
GS-1-----	\$3,520	\$3,640	\$3,760	\$3,880	\$4,000	\$4,120	\$4,240	\$4,360	\$4,480	\$4,600
GS-2-----	3,827	3,957	4,087	4,217	4,347	4,477	4,607	4,737	4,867	4,997
GS-3-----	4,165	4,305	4,445	4,585	4,725	4,865	5,005	5,145	5,285	5,425
GS-4-----	4,659	4,815	4,971	5,127	5,283	5,439	5,595	5,751	5,907	6,063
GS-5-----	5,200	5,372	5,544	5,716	5,888	6,060	6,232	6,404	6,576	6,748
GS-6-----	5,725	5,917	6,109	6,301	6,493	6,685	6,877	7,069	7,261	7,453
GS-7-----	6,292	6,500	6,708	6,916	7,124	7,332	7,540	7,748	7,956	8,164
GS-8-----	6,895	7,124	7,353	7,582	7,811	8,040	8,269	8,498	8,727	8,956
GS-9-----	7,509	7,764	8,019	8,274	8,529	8,784	9,039	9,294	9,549	9,804
GS-10-----	8,216	8,497	8,778	9,059	9,340	9,621	9,902	10,183	10,464	10,745
GS-11-----	8,996	9,303	9,610	9,917	10,224	10,531	10,838	11,145	11,452	11,759
GS-12-----	10,660	11,029	11,398	11,767	12,136	12,505	12,874	13,243	13,612	13,981
GS-13-----	12,558	12,995	13,432	13,869	14,306	14,743	15,180	15,617	16,054	16,491
GS-14-----	14,737	15,247	15,757	16,267	16,777	17,287	17,797	18,307	18,817	19,327
GS-15-----	17,118	17,711	18,304	18,897	19,490	20,083	20,676	21,269	21,862	22,455
GS-16-----	19,692	20,373	21,054	21,735	22,416	23,097	23,778	24,459	25,140	-----
GS-17-----	22,303	23,083	23,863	24,643	25,423	-----	-----	-----	-----	-----
GS-18-----	25,480	-----	-----	-----	-----	-----	-----	-----	-----	”.

8 (b) Except as provided in section 504 (d) of the Fed-
9 eral Salary Reform Act of 1962 (78 Stat. 412; 5 U.S.C.
10 1173 (d)), the rates of basic compensation of officers and
11 employees to whom the compensation schedule sets forth in
12 subsection (a) of this section applies shall be initially ad-
13 justed as of the effective date of this section, as follows:

14 (1) If the officer or employee is receiving basic
15 compensation immediately prior to the effective date of
16 this section at one of the rates of a grade in the General
17 Schedule of the Classification Act of 1949, as amended,

1 he shall receive a rate of basic compensation at the cor-
2 responding rate in effect on and after such date.

3 (2) If the officer or employee is receiving basic
4 compensation immediately prior to the effective date of
5 this section at a rate between two rates of a grade in
6 the General Schedule of the Classification Act of 1949,
7 as amended, he shall receive a rate of basic compensa-
8 tion at the higher of the two corresponding rates in
9 effect on and after such date.

10 (3) If the officer or employee is receiving basic
11 compensation immediately prior to the effective date of
12 this section at a rate in excess of the maximum rate for
13 his grade, he shall receive (A) the maximum rate for
14 his grade in the new schedule, or (B) his existing rate
15 of basic compensation if such existing rate is higher.

16 (4) If the officer or employee, immediately prior to
17 the effective date of this section, is receiving, pursuant
18 to section 2 (b) (4) of the Federal Employees Salary
19 Increase Act of 1955, an existing aggregate rate of
20 compensation determined under section 208 (b) of the
21 Act of September 1, 1954 (68 Stat. 1111), plus sub-
22 sequent increases authorized by law, he shall receive an
23 aggregate rate of compensation equal to the sum of his

1 existing aggregate rate of compensation, on the day
2 preceding the effective date of this section, plus the
3 amount of increase made by this section in the maximum
4 rate of his grade, until (i) he leaves his position, or (ii)
5 he is entitled to receive aggregate compensation at a
6 higher rate by reason of the operation of this Act or any
7 other provision of law; but, when such position becomes
8 vacant, the aggregate rate of compensation of any subse-
9 quent appointee thereto shall be fixed in accordance with
10 applicable provisions of law. Subject to clauses (i)
11 and (ii) of the immediately preceding sentence of this
12 paragraph, the amount of the increase provided by this
13 section shall be held and considered for the purposes of
14 section 208 (b) of the Act of September 1, 1954, to
15 constitute a part of the existing rate of compensation of
16 the employee.

17 REDETERMINATIONS OF ACCEPTABLE LEVELS OF
18 COMPETENCE

19 SEC. 103. Section 701 of the Classification Act of 1949,
20 as amended (5 U.S.C. 1121), is amended by adding the
21 following new subsection at the end thereof:

22 “(c) Whenever a determination is made under sub-
23 section (a) of this section that the work of an officer or
24 employee is not of an acceptable level of competence, he
25 shall promptly be given written notice of the determination

1 and an opportunity to secure a reconsideration of the deter-
2 mination within his department, under fair and equitable
3 procedures which shall be established by the Commission. If
4 the reconsideration results in a determination that the work
5 of such officer or employee had been of an acceptable level
6 of competence, the new determination shall supersede the
7 earlier determination and shall be deemed to have been made
8 as of the date of the earlier determination. If the earlier
9 determination is affirmed by his department, the employee
10 shall have the right of appeal to the Commission. The Com-
11 mission shall review such number of reconsideration de-
12 cisions of the departments to enable the Commission to de-
13 termine whether they are being made in a fair and equitable
14 manner.”

15 OVERTIME COMPENSATION

16 SEC. 104. (a) Sections 201 and 202 of the Federal
17 Employees Pay Act of 1945, as amended (68 Stat. 1109;
18 5 U.S.C. 911 and 912), are each amended by striking out
19 “grade GS-9” and inserting in lieu thereof “grade GS-10”.

20 (b) Section 201 of the Federal Employees Pay Act of
21 1945, as amended (68 Stat. 1109; 5 U.S.C. 911), is
22 amended by striking out “All hours of work officially ordered
23 or approved in excess of forty hours in any administrative
24 workweek” and inserting in lieu thereof “All hours of work

1 officially ordered or approved in excess of eight hours per
2 day or in excess of forty hours in any administrative work-
3 week”.

4 (c) Section 204 of the Federal Employees Pay Act of
5 1945, as amended (68 Stat. 1110; 5 U.S.C. 912b), is
6 amended by adding at the end thereof the following sen-
7 tence: “To the maximum extent practicable, the head of
8 any department, independent establishment, or agency, in-
9 cluding Government-owned or controlled corporations, or of
10 the municipal government of the District of Columbia, or the
11 head of any legislative or judicial agency to which this title
12 applies, shall schedule the time to be spent by an officer or
13 employee in a travel status away from his official duty sta-
14 tion within the regularly scheduled workweek of such officer
15 or employee.”.

16 POSTAL FIELD SERVICE EMPLOYEES

17 SEC. 105. (a) Section 3542 (a) of title 39, United
18 States Code, is amended to read as follows:

19 “(a) There is established a basic compensation schedule
20 for positions in the postal field service which shall be known
21 as the Postal Field Service Schedule and for which the
22 symbol shall be ‘PFS’. Except as provided in section 111

23 (b) of the Federal Salary Adjustment Act of 1965 and in
24 sections 3543 and 3544 of this title, basic compensation shall
25 be paid to all employees in accordance with such schedule.

1 "POSTAL FIELD SERVICE SCHEDULE

"PFS	Per annum rates and steps											
	1	2	3	4	5	6	7	8	9	10	11	12
1-----	\$4,103	\$4,238	\$4,373	\$4,508	\$4,643	\$4,778	\$4,913	\$5,048	\$5,183	\$5,318	\$5,453	\$5,588
2-----	4,441	4,587	4,733	4,879	5,025	5,171	5,317	5,463	5,609	5,755	5,901	6,047
3-----	4,800	4,961	5,122	5,283	5,444	5,605	5,766	5,927	6,088	6,249	6,410	6,571
4-----	5,200	5,372	5,544	5,716	5,888	6,060	6,232	6,404	6,576	6,748	6,920	7,092
5-----	5,559	5,746	5,933	6,120	6,307	6,494	6,681	6,868	7,055	7,242	7,429	7,616
6-----	5,964	6,162	6,360	6,558	6,756	6,954	7,152	7,350	7,548	7,746	7,944	8,142
7-----	6,386	6,599	6,812	7,025	7,238	7,451	7,664	7,877	8,090	8,303	8,516	-----
8-----	6,916	7,145	7,374	7,603	7,832	8,061	8,290	8,519	8,748	8,977	-----	-----
9-----	7,478	7,728	7,978	8,228	8,478	8,728	8,978	9,228	9,478	9,728	-----	-----
10-----	8,143	8,419	8,695	8,971	9,247	9,523	9,799	10,075	10,351	10,627	-----	-----
11-----	8,996	9,303	9,610	9,917	10,224	10,531	10,838	11,145	11,452	11,759	-----	-----
12-----	9,953	10,291	10,629	10,967	11,305	11,643	11,981	12,319	12,657	12,995	-----	-----
13-----	10,998	11,378	11,758	12,138	12,518	12,898	13,278	13,658	14,038	14,418	-----	-----
14-----	12,126	12,547	12,968	13,389	13,810	14,231	14,652	15,073	15,494	15,915	-----	-----
15-----	13,400	13,863	14,326	14,789	15,252	15,715	16,178	16,641	17,104	17,567	-----	-----
16-----	14,810	15,325	15,840	16,355	16,870	17,385	17,900	18,415	18,930	19,445	-----	-----
17-----	16,385	16,957	17,529	18,101	18,673	19,245	19,817	20,389	20,961	21,533	-----	-----
18-----	18,148	18,782	19,416	20,050	20,684	21,318	21,952	22,586	23,220	23,854	-----	-----
19-----	20,119	20,821	21,523	22,225	22,927	23,629	24,331	25,033	-----	-----	-----	-----
20-----	22,303	23,083	23,863	24,643	25,423	-----	-----	-----	-----	-----	-----	-----

2 (b) Section 3543 (a) of title 39, United States Code,
3 is amended to read as follows:

4 “(a) There is established a basic compensation sched-
5 ule which shall be known as the Rural Carrier Schedule and
6 for which the symbol shall be ‘RCS’. Except as provided
7 in section 111 (b) of the Federal Salary Adjustment Act of
8 1965, compensation shall be paid to rural carriers in accord-
9 ance with this schedule.

10 "RURAL CARRIER SCHEDULE

	"Per annum rates and steps											
	1	2	3	4	5	6	7	8	9	10	11	12
Carrier in rural delivery service: Fixed compensation per annum-----	\$2,320	\$2,432	\$2,544	\$2,656	\$2,768	\$2,880	\$2,992	\$3,104	\$3,216	\$3,328	\$3,440	\$3,552
Compensation per mile per annum for each mile up to 30 miles of route-----	86	88	90	92	94	96	98	100	102	104	106	108
For each mile of route over 30 miles-----	25	25	25	25	25	25	25	25	25	25	25	25".

11 (c) Section 3544 (a) of title 39, United States Code,
12 is amended to read as follows:

13 “(a) There is established a basic compensation schedule

1 which shall be known as the Fourth Class Office Schedule
2 and for which the symbol shall be ‘FOS’, for postmasters
3 in post offices of the fourth class which is based on the
4 revenue units of the post office for the preceding fiscal year.
5 Except as provided in section 111 (b) of the Federal Salary
6 Adjustment Act of 1965, basic compensation shall be paid
7 to postmasters in post offices of the fourth class in accord-
8 ance with this schedule.

9 “FOURTH CLASS OFFICE SCHEDULE

“Revenue units	Per annum rates and steps											
	1	2	3	4	5	6	7	8	9	10	11	12
30 but less than 36-----	\$3,920	\$4,050	\$4,180	\$4,310	\$4,440	\$4,570	\$4,700	\$4,830	\$4,960	\$5,090	\$5,220	\$5,350
24 but less than 30-----	3,624	3,744	3,864	3,984	4,104	4,224	4,344	4,464	4,584	4,704	4,824	4,944
18 but less than 24-----	2,992	3,093	3,194	3,295	3,396	3,497	3,598	3,699	3,800	3,901	4,002	4,103
12 but less than 18-----	2,348	2,424	2,500	2,576	2,652	2,728	2,804	2,880	2,956	3,032	3,108	3,184
6 but less than 12-----	1,693	1,747	1,801	1,855	1,909	1,963	2,017	2,071	2,125	2,179	2,233	2,287
Less than 6-----	1,366	1,410	1,454	1,498	1,542	1,586	1,63	1,674	1,718	1,762	1,806	1,850”.

10 (d) The basic compensation of each employee subject
11 to the Postal Field Service Schedule, the Rural Carrier
12 Schedule, or the Fourth Class Office Schedule immediately
13 prior to the effective date of this section shall be determined
14 as follows:

15 (1) Each employee shall be assigned to the same
16 numerical step for his position which he had attained
17 immediately prior to such effective date. If changes
18 in levels or steps would otherwise occur on such effective
19 date without regard to enactment of this title, such
20 changes shall be deemed to have occurred prior to con-
21 version.

(2) If the existing basic compensation is greater than the rate to which the employee is converted under paragraph (1) of this subsection, the employee shall be placed in the lowest step which exceeds his basic compensation. If the existing basic compensation exceeds the maximum step of his position, his existing basic compensation shall be established as his basic compensation.

POSTAL SENIORITY SALARY ADJUSTMENTS

SEC. 106. Section 3552 (d) of title 39, United States Code, is amended to read as follows:

“(d) Notwithstanding any other provision of this section, the Postmaster General shall advance any employee in the postal field service who—

“(1) was promoted to a higher level between July 9, 1960, and October 13, 1962; and

“(2) is senior with respect to total postal service to an employee in the same post office promoted to the same level on or after October 13, 1962, and is in a step in the same level below the step of the junior employee.

Such advancement by the Postmaster General shall be to the highest step which is held by any such junior employee.

Any increase under the provisions of this subsection shall not constitute an equivalent increase and credit earned prior to

1 adjustment under this subsection for advancement to the
2 next step shall be retained.”

3 POSTAL SERVICE OVERTIME AND HOLIDAY COMPENSATION

4 SEC. 107. (a) Section 3571 of title 39, United States
5 Code, is amended to read as follows:

6 “§ 3571. Maximum hours of work

7 “Employees may not be required to work more than
8 twelve hours a day except for emergencies as determined by
9 the Postmaster General. The work schedule of an annual
10 rate or hourly rate regular employee shall be regulated so
11 that the eight hours of scheduled service does not extend
12 over a longer period than ten consecutive hours. The work
13 span of any other employee shall not extend over a longer
14 period than twelve consecutive hours. A basic workweek is
15 established for all postal field service employees, consisting
16 of five eight-hour days excluding Saturday and Sunday. To
17 provide service on days other than those included in the basic
18 workweek, the Postmaster General (1) shall establish work
19 schedules in advance for annual rate regular employees con-
20 sisting of five eight-hour days in each week and (2) may
21 assign substitute employees to duty on days in addition to
22 the days included in the basic workweek. To the maxi-
23 mum extent possible, senior annual rate regular employees
24 shall be assigned to the basic workweek, except for any such

1 senior annual rate regular employee who expresses a prefer-
2 ence for a workweek other than the basic workweek.”

3 (b) Section 3573 of title 39, United States Code, is
4 amended to read as follows:

5 **“§ 3573. Compensatory time, overtime, and holidays**

6 “(a) In emergencies or if the needs of the service re-
7 quire, the Postmaster General may require employees to per-
8 form overtime work or to work on holidays. Overtime work
9 is any work officially ordered or approved which is per-
10 formed by—

11 “(1) an annual rate regular employee in excess of
12 his regular work schedule or on a Sunday,

13 “(2) an hourly rate regular employee (A) in excess
14 of eight hours in a day, (B) in excess of forty hours in
15 a week, or (C) on a Sunday, and

16 “(3) a substitute employee (A) in excess of eight
17 hours a day or (B) in excess of forty hours a week.

18 “(b) For each hour of overtime work, an employee in
19 the PFS schedule shall be compensated as follows:

20 “(1) Each employee in or below salary level PFS-
21 10 shall be paid at the rate of 150 per centum of the
22 hourly rate of basic compensation for his level and step
23 computed by dividing the scheduled annual rate of basic
24 compensation by 2,080.

1 “(2) Each employee in or above salary level PFS-
2 11 shall be granted compensatory time equal to the over-
3 time work or, in the discretion of the Postmaster Gen-
4 eral, in lieu thereof shall be paid at the rate of 150 per
5 centum of the hourly rate of basic compensation of the
6 employee or of the hourly rate of the basic compensation
7 for the highest step rate of salary level PFS-10, which-
8 ever is the lesser.

9 “(c) For officially ordered or approved time worked on
10 a day referred to as a holiday in the Act of December 26,
11 1941 (55 Stat. 862; 5 U.S.C. 87b), or on a day designated
12 by Executive order as a holiday for Federal employees, under
13 regulations prescribed by the Postmaster General, an em-
14 ployee in the PFS schedule shall receive extra compensation,
15 in addition to any other compensation provided for by law,
16 as follows:

17 “(1) Each annual rate regular employee in or be-
18 low salary level PFS-10 shall be paid extra compensa-
19 tion at the rate of 100 per centum of the hourly rate of
20 basic compensation for his level and step computed by
21 dividing the scheduled annual rate of basic compensation
22 by 2080.

23 “(2) Each annual rate regular employee in or
24 above salary level PFS-11 shall be granted compen-
25 satory time in an amount equal to the time worked on

1 such holiday within thirty working days thereafter or,
2 in the discretion of the Postmaster General, in lieu
3 thereof shall be paid extra compensation for the time so
4 worked at the rate of 100 per centum of the hourly rate
5 of basic compensation for his level and step computed by
6 dividing the scheduled annual rate of basic compensation
7 by 2080.

8 “(3) For work performed on Christmas Day (A)
9 each annual rate regular employee shall be paid extra
10 compensation at the rate of 150 per centum of the
11 hourly rate of basic compensation for his level and step,
12 computed by dividing the scheduled annual rate of basic
13 compensation by 2080, and (B) each substitute em-
14 ployee shall be paid extra compensation at the rate of
15 50 per centum of the hourly rate of basic compensation
16 for his level and step.

17 “(d) The Postmaster General shall establish conditions
18 for the use of compensatory time earned and the payment
19 of compensation for unused compensatory time.

20 “(e) If an employee is entitled under this section to
21 unused compensatory time at the time of his death, the Post-
22 master General shall pay at the rate prescribed in this sec-
23 tion, but not less than a sum equal to the employee's hourly
24 basic compensation, for each hour of such unused compen-

1 satory time to the person or persons surviving at the date
2 of such employee's death. Such payment shall be made in
3 the order of precedence prescribed in the first section of the
4 Act of August 3, 1950 (5 U.S.C. 61f), and shall be a bar to
5 recovery by any other persons of amounts so paid.

6 “(f) Notwithstanding any provision of this section,
7 other than subsection (e), no employee shall be paid over-
8 time or holiday compensation for a pay period which when
9 added to his basic compensation for the pay period exceeds
10 one twenty-sixth of the annual rate of basic compensation
11 for the highest step of salary level PFS-17.

12 “(g) For the purposes of this section and section 3571
13 of this title—

14 “(1) ‘annual rate regular employee’ means an em-
15 ployee for whom the Postmaster General has established
16 a regular work schedule consisting of five eight-hour days
17 in accordance with section 3571 of this title;

18 “(2) ‘hourly rate regular employee’ means an
19 employee for whom the Postmaster General has estab-
20 lished a regular work schedule consisting of not more
21 than forty hours a week; and

22 “(3) ‘substitute employee’ means an employee for
23 whom the Postmaster General has not established a
24 regular work schedule.”

1 (c) Section 3575 of title 39, United States Code, is
2 amended to read as follows:

3 **“§ 3575. Exemptions**

4 “(a) Sections 3571, 3573, and 3574 of this title do not
5 apply to postmasters, rural carriers, postal inspectors, and
6 employees in salary level PFS-15 and above.

7 “(b) Sections 3571 and 3573 of this title do not apply
8 to employees referred to in section 3581 of this title.

9 “(c) Section 3571 of this title does not apply to em-
10 ployees in post offices of the third class.”

11 **POSTAL EMPLOYEES RELOCATION EXPENSES**

12 **SEC. 108.** (a) That part of chapter 41 of title 39,
13 United States Code, which precedes the center heading
14 “Special Classes of Employees” and section 3111 thereof, is
15 amended by inserting at the end thereof the following new
16 section:

17 **“§ 3107. Postal employees relocation expenses**

18 “Notwithstanding any other provision of law, each em-
19 ployee in the postal field service who is transferred or relo-
20 cated from one official station to another shall, under regula-
21 tions promulgated by the Postmaster General, be granted
22 the following allowances and expenses:

23 “(1) Per diem allowance, in lieu of subsistence ex-
24 penses, for each member of his immediate family while en

1 route between his old and new official stations, not in excess
2 of the maximum per diem rates prescribed by or pursuant to
3 law for employees of the Federal Government.

4 “(2) Subsistence expenses of the employee and each
5 member of his immediate family for a period of not to
6 exceed thirty days while occupying temporary quarters at
7 the place of his new official duty station, but not in excess
8 of the maximum per diem rates prescribed by or pursuant
9 to law for employees of the Federal Government.

10 “(3) Seven days of leave with pay which shall not be
11 charged to any other leave to which he is entitled under
12 existing law.”

13 (b) That part of the table of contents of such chapter
14 41 under the heading “**Employees Generally**” is amended
15 by inserting

“3107. Postal employees relocation expenses.”

16 immediately below

“3106. Special compensation rules.”.

17 EMPLOYEES IN THE DEPARTMENT OF MEDICINE AND
18 SURGERY OF THE VETERANS’ ADMINISTRATION

19 SEC. 109. Section 4107 of title 38, United States Code,
20 relating to grades and pay scales for certain positions within
21 the Department of Medicine and Surgery of the Veterans’
22 Administration, is amended to read as follows:

1 “§ 4107. Grades and pay scales

2 “(a) Except as provided in section 111 (b) of the Fed-
 3 eral Salary Adjustment Act of 1965, the per annum full-pay
 4 scale or ranges for positions provided in section 4103 of this
 5 title, other than Chief Medical Director and Deputy Chief
 6 Medical Director, shall be as follows:

7 “SECTION 4103 SCHEDULE

8 “Assistant Chief Medical Director, \$25,480.

9 “Medical Director, \$22,303 minimum to \$25,423 maxi-
 10 mum.

11 “Director of Nursing Service, \$17,118 minimum to
 12 \$22,455 maximum.

13 “Director of Chaplain Service, \$17,118 minimum to
 14 \$22,455 maximum.

15 “Chief Pharmacist, \$17,118 minimum to \$22,455 maxi-
 16 mum.

17 “Chief Dietitian, \$17,118 minimum to \$22,455 maxi-
 18 mum.

19 “(b) (1) The grades and per annum full-pay ranges
 20 for positions provided in paragraph (1) of section 4104
 21 of this title shall be as follows:

22 “PHYSICIAN AND DENTIST SCHEDULE

23 “Director grade, \$19,692 minimum to \$25,140 maxi-
 24 mum.

1 “Executive grade, \$18,361 minimum to \$24,121 maxi-
2 mum.

3 “Chief grade, \$17,118 minimum to \$22,455 maximum.

4 “Senior grade, \$14,737 minimum to \$19,327 maximum.

5 “Intermediate grade, \$12,558 minimum to \$16,491
6 maximum.

7 “Full grade, \$10,660 minimum to \$13,981 maximum.

8 “Associate grade, \$8,996 minimum to \$11,759 maxi-
9 mum.

10 “NURSE SCHEDULE

11 “Assistant Director grade, \$14,737 minimum to \$19,327
12 maximum.

13 “Chief grade, \$12,558 minimum to \$16,491 maximum.

14 “Senior grade, \$10,660 minimum to \$13,981 maximum.

15 “Intermediate grade, \$8,996 minimum to \$11,759
16 maximum.

17 “Full grade, \$7,509 minimum to \$9,804 maximum.

18 “Associate grade, \$6,568 minimum to \$8,530 maxi-
19 mum.

20 “Junior grade, \$5,725 minimum to \$7,453 maximum.

21 “(2) No person may hold the director grade unless
22 he is serving as a director of a hospital, domiciliary, center,
23 or outpatient clinic (independent). No person may hold
24 the executive grade unless he holds the position of chief of
25 staff at a hospital, center, or outpatient clinic (independent),

1 or the position of clinic director at an outpatient clinic, or
 2 comparable position.”

3 FOREIGN SERVICE OFFICERS; STAFF OFFICERS AND
 4 EMPLOYEES

5 SEC. 110. (a) The fourth sentence of section 412 of the
 6 Foreign Service Act of 1946, as amended (22 U.S.C. 867),
 7 is amended to read as follows: “Except as provided in sec-
 8 tion 111 (b) of the Federal Salary Adjustment Act of 1965,
 9 the per annum salaries of Foreign Service officers within
 10 each of the other classes shall be as follows:

“Class 1.....	\$23,556	\$24,518	\$25,480	-----	-----	-----	-----
Class 2.....	19,027	19,687	20,347	\$21,007	\$21,667	\$22,327	\$22,987
Class 3.....	15,454	15,990	16,526	17,062	17,598	18,134	18,670
Class 4.....	12,558	12,995	13,432	13,869	14,306	14,743	15,180
Class 5.....	10,343	10,702	11,061	11,420	11,779	12,138	12,497
Class 6.....	8,627	8,923	9,219	9,515	9,811	10,107	10,403
Class 7.....	7,290	7,535	7,780	8,025	8,270	8,515	8,760
Class 8.....	6,292	6,500	6,708	6,916	7,124	7,332	7,540”.

11 (b) The second sentence of subsection (a) of section
 12 415 of such Act (22 U.S.C. 870 (a)) is amended to read as
 13 follows: “Except as provided in section 111 (b) of the
 14 Federal Salary Adjustment Act of 1965, the per annum
 15 salaries of such staff officers and employees within each
 16 class shall be as follows:

“Class 1.....	\$15,454	\$15,990	\$16,526	\$17,062	\$17,598	\$18,134	\$18,670	\$19,206	\$19,742	\$20,278
Class 2.....	12,558	12,995	13,432	13,869	14,306	14,743	15,180	15,617	16,054	16,491
Class 3.....	10,343	10,702	11,061	11,420	11,779	12,138	12,497	12,856	13,215	13,574
Class 4.....	8,627	8,923	9,219	9,515	9,811	10,107	10,403	10,699	10,995	11,291
Class 5.....	7,779	8,044	8,309	8,574	8,839	9,104	9,369	9,634	9,899	10,164
Class 6.....	7,025	7,259	7,493	7,727	7,961	8,195	8,429	8,663	8,897	9,131
Class 7.....	6,453	6,666	6,879	7,092	7,305	7,518	7,731	7,944	8,157	8,370
Class 8.....	5,710	5,902	6,094	6,286	6,478	6,670	6,862	7,054	7,246	7,438
Class 9.....	5,210	5,382	5,554	5,726	5,898	6,070	6,242	6,414	6,586	6,758
Class 10.....	4,659	4,815	4,971	5,127	5,283	5,439	5,595	5,751	5,907	6,063”.

17 (c) Foreign Service officers, Reserve officers, and For-
 18 eign Service staff officers and employees who are entitled

1 to receive basic compensation immediately prior to the
2 effective date of this section at one of the rates provided by
3 section 412 or 415 of the Foreign Service Act of 1946
4 shall receive basic compensation, on and after such effective
5 date, at the rate of their class determined to be appropriate
6 by the Secretary of State.

7 FEDERAL SALARY COMPARISON AND ADJUSTMENT POLICY

8 SEC. 111. (a) Section 503 of the Federal Salary Re-
9 form Act of 1962 (76 Stat. 841; 5 U.S.C. 1172) is amended
10 to read as follows:

11 "IMPLEMENTATION OF POLICY

12 "SEC. 503. (a) In order to carry out the policy stated
13 in section 502 of this Act, the President—

14 "(1) shall direct such agency or agencies, as he
15 deems appropriate, annually to prepare and submit to
16 him a report which compares the rates of salary, as
17 fixed or authorized by or pursuant to law, for Federal
18 employees with the rates of salary paid for the same
19 levels of work in private enterprise as determined on
20 the basis of appropriate annual surveys conducted by
21 the Bureau of Labor Statistics; and

22 "(2) after seeking the views of such employee
23 organizations as he deems appropriate and in such
24 manner as he may provide, shall report annually to the
25 Congress—

1 “(A) this comparison of Federal and private enter-
2 prise salary rates, and

3 “(B) such recommendations for revision of salary
4 schedules, salary structures, and compensation policy,
5 as he deems advisable.

6 “(b) Procedures established by the President under
7 subsection (a) of this section for seeking the views of
8 employee organizations shall provide authorized repre-
9 sentatives of major Federal employee organizations the
10 opportunity—

11 “(1) to review the findings of the most recent
12 Bureau of Labor Statistics annual survey and the results
13 of the comparison of Federal salary schedules with rates
14 of salary in private enterprise, and

15 “(2) to submit their comments and recommenda-
16 tions for consideration.

17 Comments and recommendations submitted in accordance
18 with clause (2) of the immediately preceding sentence shall
19 be transmitted to the President with the report submitted to
20 him, by the agency or agencies he directs, which compares
21 the rates of salary fixed or authorized by or pursuant to law
22 for Federal employees with the rates of salary paid for the
23 same levels of work in private enterprise.”.

24 (b) (1) The rates of compensation and the ranges of

1 rates of compensation provided by the amendments made by
2 section 102 (a), section 105 (a), (b), and (c), section 109,
3 and section 110 (a) and (b) of this title, and the rates of
4 compensation provided for by section 113, section 114 (a),
5 (b), and (c), and section 115 of this title, shall be increased,
6 effective on the first day of the first pay period which begins
7 on or after October 1, 1966, by percentages which are equal
8 to the sum of—

9 (A) one-half of the percentage by which salary
10 rates paid for the same level of work in private enter-
11 prise for the months of February and March of 1965,
12 determined in accordance with policies and procedures
13 utilized in carrying out the provisions of section 503 of
14 the Federal Salary Reform Act of 1962 (as in effect
15 prior to the date of enactment of this title) exceed the
16 rates and ranges of rates provided by the sections of this
17 title referred to above, and

18 (B) the percentage by which salary rates paid for
19 the same level of work in private enterprise for the
20 months of February and March of 1966, determined in
21 accordance with policies and procedures utilized in carry-
22 ing out the provisions of the amendment made by subsec-
23 tion (a) of this section, exceed such salary rates for the
24 months of February and March of 1965, determined in
25 accordance with policies and procedures utilized in car-

rying out the provisions of section 503 of the Federal Salary Reform Act of 1962 (as in effect prior to the date of enactment of this title) .

The increased rates and ranges of rates of compensation (other than rates within the purview of sections 113, 114, and 115 of this title) which shall become effective as provided in this subsection shall—

(i) have the same effect as if they were specific statutory enactments,

(ii) be printed in the Statutes at Large in the same volumes as the public laws, and

(iii) be printed in the Federal Register.

(2) The provisions of—

(A) section 102 (b) of this title (relating to officers and employees subject to the General Schedule of the Classification Act of 1949) ,

(B) section 105 (d) of this title (relating to employees subject to the Postal Field Service Schedule, the Rural Carrier Schedule, and the Fourth Class Office Schedule) , and

(C) section 110 (c) of this title (relating to certain officers and employees subject to the Foreign Service Act of 1946)

shall govern, respectively, as of the effective date of this subsection, the application and operation of paragraph (1)

1 of this subsection with respect to those officers and em-
2 ployees, respectively, within the purview of such sections.
3 For the purposes of paragraph (1) of this subsection, the
4 terms “effective date of this section”, “such date”, and “such
5 effective date”, wherever used in such sections 102 (b),
6 105 (d), and 110 (c), mean the effective date of this sub-
7 section.

8 (c) The President with respect to the executive branch
9 and the appropriate authority concerned with respect to the
10 legislative and judicial branches, shall prescribe and issue,
11 or provide for the preparation and promulgation of, such
12 salary schedules, rates of salary, and ranges of salary rates
13 as are necessary and appropriate to carry out the provisions,
14 accomplish the purposes, and govern the administration, of
15 subsection (b) of this section. Each salary rate shall be
16 fixed at a whole dollar amount.

17 SEVERANCE PAY

18 SEC. 112. (a) Except as provided in subsection (b)
19 of this section, this section applies to each civilian officer
20 or employee in or under—

21 (1) the executive branch of the Government of
22 the United States, including each corporation wholly
23 owned or controlled by the United States;

24 (2) the Library of Congress;

25 (3) the Government Printing Office;

(4) the General Accounting Office; or

(5) the municipal government of the District of Columbia.

(b) This section does not apply to—

(1) an officer or employee whose rate of basic compensation is fixed at a rate provided for one of the levels of the Federal Executive Salary Schedule or is in excess of the highest rate of grade 18 of the General Schedule of the Classification Act of 1949, as amended;

(2) an officer or employee serving under an appointment with a definite time limitation;

(3) an alien employee who occupies a position outside the several States, the District of Columbia, and the Canal Zone;

(4) an officer or employee who is subject to the Civil Service Retirement Act, as amended, or any other retirement law or retirement system applicable to Federal officers or employees or members of the uniformed services, and who, at the time of separation from the service, has fulfilled the requirements for immediate annuity under any such law or system;

(5) an officer or employee who, at the time of separation from the service, is receiving compensation under the Federal Employees' Compensation Act, as amended, except one receiving this compensation con-

1 currently with salary or on account of the death of an-
2 other person;

3 (6) an officer or employee who, at the time of
4 separation from the service, is entitled to receive other
5 severance pay from the Government;

6 (7) officers and employees of the Tennessee Valley
7 Authority; and

8 (8) such other officers or employees as may be ex-
9 cluded by rules and regulations of the President or of
10 such officer or agency as he may designate.

11 (c) An officer or employee to whom this section applies
12 who is involuntarily separated from the service, on or after
13 the effective date of this section, not by removal for cause
14 on charges of misconduct, delinquency, or inefficiency, shall,
15 under rules and regulations prescribed by the President or
16 such officer or agency as he may designate, be paid severance
17 pay in regular pay periods by the department, independent
18 establishment, corporation, or other governmental unit, from
19 which separated.

20 (d) Severance pay shall consist of two elements, a basic
21 severance allowance and an age adjustment allowance. The
22 basic severance allowance shall be computed on the basis of
23 one week's basic compensation at the rate received imme-
24 diately before separation for each year of civilian service up
25 to and including ten years for which severance pay has not

1 been received under this or any other authority and two
2 weeks' basic compensation at such rate for each year of
3 civilian service beyond ten years for which severance pay
4 has not been received under this or any other authority. The
5 age adjustment allowance shall be computed on the basis of
6 10 per centum of the total basic severance allowance for
7 each year by which the age of the recipient exceeds forty
8 years at the time of separation. Total severance pay re-
9 ceived under this section shall not exceed one year's pay at
10 the rate received immediately before separation.

11 (e) An officer or employee may be paid severance pay
12 only after having been employed currently for a continuous
13 period of at least twelve months.

14 (f) If an officer or employee is reemployed by the
15 Federal Government or the municipal government of the
16 District of Columbia before the expiration of the period
17 covered by payments of severance pay, the payments shall
18 be discontinued beginning with the date of reemployment and
19 the service represented by the unexpired portion of the
20 period shall be reccredited to the officer or employee for use
21 in any subsequent computations of severance pay. For the
22 purposes of subsection (e), reemployment which causes
23 severance pay to be discontinued shall be considered as em-
24 ployment continuous with that serving as the basis for the
25 severance pay.

1 (g) If the officer or employee dies before the expiration
2 of the period covered by payments of severance pay, the
3 payments of severance pay with respect to such officer or
4 employee shall be continued as if such officer or employee
5 were living and shall be paid on a pay period basis to the
6 survivor or survivors of such officer or employee in accord-
7 ance with the first section of the Act of August 3, 1950 (5
8 U.S.C. 61f) .

9 (h) Severance pay under this section shall not be a basis
10 for payment, nor be included in the basis for computation,
11 of any other type of Federal or District of Columbia Gov-
12 ernment benefits, and any period covered by severance pay
13 shall not be regarded as a period of Federal or District of
14 Columbia Government service or employment.

15 AGRICULTURAL STABILIZATION AND CONSERVATION

16 COUNTY COMMITTEE EMPLOYEES

17 SEC. 113. The rates of compensation of persons em-
18 ployed by the county committees established pursuant to
19 section 8 (b) of the Soil Conservation and Domestic Allot-
20 ment Act (16 U.S.C. 590h (b)) shall be increased by
21 amounts equal, as nearly as may be practicable, to the in-
22 creases provided by section 102 (a) of this Act for corre-
23 sponding rates of compensation.

LEGISLATIVE BRANCH

1
2 SEC. 114. (a) Except as otherwise provided in this
3 section, each officer or employee in or under the legislative
4 branch of the Government, whose rate of compensation is
5 increased by section 5 of the Federal Employees Pay Act of
6 1946, shall be paid additional compensation at the rate of
7 4 per centum of his gross rate of compensation (basic com-
8 pensation plus additional compensation authorized by law).

9 (b) The total annual compensation in effect immediately
10 prior to the effective date of this section of each officer or
11 employee of the House of Representatives, whose compen-
12 sation is disbursed by the Clerk of the House and is not
13 increased by reason of any other provision of this section,
14 shall be increased by an amount which is equal to the
15 amount of the increase provided by subsection (a) of this
16 section; except that this section shall not apply to the com-
17 pensation of student congressional interns authorized by
18 H. Res. 416 of the Eighty-ninth Congress.

19 (c) The rates of compensation of employees of the
20 House of Representatives whose compensation is fixed by
21 the House Employees Schedule under the House Employees
22 Position Classification Act (78 Stat. 1079; Public Law 88-
23 652; 2 U.S.C. 291-303) shall be increased by amounts

1 equal, as nearly as may be practicable, to the increases
2 provided by subsection (a) of this section; except, that this
3 section shall not apply to the compensation of those em-
4 ployees whose compensation is fixed by the House Wage
5 Schedule of such Act.

6 (d) The additional compensation provided by this sec-
7 tion shall be considered a part of basic compensation for the
8 purposes of the Civil Service Retirement Act (5 U.S.C.
9 2251 and the following).

10 (e) Section 601 (a) of the Legislative Reorganization
11 Act of 1946, as amended (2 U.S.C. 31), is amended to
12 read as follows:

13 “(a) The compensation of Senators, Representatives in
14 Congress, and the Resident Commissioner from Puerto Rico
15 shall be at the rate of \$30,000 per annum each. The com-
16 pensation of the Speaker of the House of Representatives
17 shall be at the rate of \$43,000 per annum. The compensa-
18 tion of the Majority Leader and the Minority Leader of the
19 House of Representatives shall be at the rate of \$35,000
20 per annum each.”

21 FEDERAL JUDICIAL SALARIES

22 SEC. 115. (a) The rates of basic compensation of officers
23 and employees in or under the judicial branch of the Govern-
24 ment whose rates of compensation are fixed by or pursuant
25 to paragraph (2) of subdivision a of section 62 of the Bank-

1 rruptcy Act (11 U.S.C. 102 (a) (2)), section 3656 of title
2 18, United States Code, the third sentence of section 603,
3 sections 672 to 675, inclusive, or section 604 (a) (5) , of title
4 28, United States Code, insofar as the latter section applies
5 to graded positions, are hereby increased by amounts reflect-
6 ing the respective applicable increases provided by section
7 102 (a) of this Act in corresponding rates of compensation
8 for officers and employees subject to the Classification Act of
9 1949, as amended. The rates of basic compensation of offi-
10 cers and employees holding ungraded positions and whose
11 salaries are fixed pursuant to such section 604 (a) (5) may be
12 increased by the amounts reflecting the respective applicable
13 increases provided by section 102 (a) of this Act in corre-
14 sponding rates of compensation for officers and employees
15 subject to the Classification Act of 1949, as amended.

16 (b) The limitations provided by applicable law on the
17 effective date of this section with respect to the aggregate
18 salaries payable to secretaries and law clerks of circuit and
19 district judges are hereby increased by amounts which reflect
20 the respective applicable increases provided by section 102
21 (a) of this Act in corresponding rates of compensation for
22 officers and employees subject to the Classification Act of
23 1949, as amended.

24 (c) Section 753 (e) of title 28, United States Code (re-
25 lating to the compensation of court reporters for district

1 courts), is amended by striking out the existing salary limi-
 2 tation contained therein and inserting a new limitation which
 3 reflects the respective applicable increases provided by sec-
 4 tion 102 (a) of this Act in corresponding rates of compensa-
 5 tion for officers and employees subject to the Classification
 6 Act of 1949, as amended.

7 INCREASED UNIFORM ALLOWANCE

8 SEC. 116. The Federal Employees Uniform Allowance
 9 Act, as amended (68 Stat. 1114; 5 U.S.C. 2131), is amend-
 10 ed by striking out "\$100" wherever it appears therein and
 11 inserting in lieu thereof "\$150".

12 CONVERSION OF PAY PERIODS OF CERTAIN EMPLOYEES TO 13 BIWEEKLY BASIS

14 SEC. 117. (a) Section 6 of the Act of June 30, 1906
 15 (34 Stat. 763), as amended (5 U.S.C. 84), is amended by
 16 changing the period at the end thereof to a colon and by
 17 adding the following: "*And provided, That the compensa-*
 18 *tion of any civilian officer or employee who is subject to this*
 19 *Act may be computed in accordance with the provisions of*
 20 *section 604 (d) of the Federal Employees Pay Act of 1945,*
 21 *as amended (5 U.S.C. 944 (c))."*

22 (b) The following provisions of law are hereby
 23 repealed:

24 (1) That part of section 10 of the Federal Reserve Act,

1 as amended (12 U.S.C. 241), relating to the compensation
2 of the Board of Governors, Federal Reserve System, which
3 reads “payable monthly,”.

4 (2) That part of section 2 of the Federal Trade Com-
5 mission Act, as amended (15 U.S.C. 42), relating to the
6 compensation of the Secretary to the Federal Trade Com-
7 mission, which reads “who shall receive a salary, payable in
8 the same manner as the salaries of the judges of the courts
9 of the United States,”.

10 (3) That part of section 7443 (c) of the Internal Reve-
11 nue Code of 1954, relating to the compensation of judges of
12 the Tax Court of the United States, which reads “, to be paid
13 in monthly installments”.

14 MAXIMUM SALARY INCREASE LIMITATION

15 SEC. 118. Except as otherwise provided in section 114
16 (e) of this title, no rate of salary shall be increased, by
17 reason of the enactment of this title, to an amount in excess
18 of the salary rate now or hereafter in effect for Level V of
19 the Federal Executive Salary Schedule.

20 INCLUSION OF MEMBERS OF BOARD OF PAROLE IN LEVEL V
21 OF FEDERAL EXECUTIVE SALARY SCHEDULE

22 SEC. 119. Section 303 (e) of the Federal Executive
23 Salary Act of 1964 (78 Stat. 421; 5 U.S.C. 2211 (e)) is

1 amended by adding at the end thereof the following new
2 paragraph:

3 “(100) Members of the Board of Parole, Depart-
4 ment of Justice.”

5 ADJUSTMENT OF SALARY RATES FIXED BY ADMINISTRATIVE
6 ACTION

7 SEC. 120. (a) The rates of basic compensation of assist-
8 ant United States attorneys whose basic salaries are fixed
9 by section 508 of title 28, United States Code, shall be
10 increased by 4 per centum effective on the first day of
11 the first pay period which begins on or after October 1, 1965.

12 (b) Notwithstanding section 3679 of the Revised Stat-
13 utes, as amended (31 U.S.C. 665), the rates of compen-
14 sation of officers and employees of the Federal Government
15 and of the municipal government of the District of Columbia
16 whose rates of compensation are fixed by administrative
17 action pursuant to law and are not otherwise increased by
18 this Act are hereby authorized to be increased effective on
19 or after the first day of the first pay period which begins
20 on or after October 1, 1965, by amounts not to exceed the
21 increases provided by this Act for corresponding rates of
22 compensation in the appropriate schedule or scale of pay.

23 (c) Nothing contained in this section shall be deemed
24 to authorize any increase in the rates of compensation of
25 officers and employees whose rates of compensation are fixed

1 and adjusted from time to time as nearly as is consistent
2 with the public interest in accordance with prevailing rates
3 or practices.

4 (d) Nothing contained in this section shall affect the
5 authority contained in any law pursuant to which rates of
6 compensation may be fixed by administrative action.

7 EFFECTIVE DATES

8 SEC. 121. This title shall become effective as follows:

9 (1) This section and sections 101, 111 (a), 112, 116,
10 and 120, and section 3107 (3) of title 39, United States
11 Code, as contained in the amendment made by section
12 108 (a) of this Act, shall become effective on the date of
13 enactment of this Act.

14 (2) Section 107 shall become effective on the first day
15 of the first pay period which begins on or after the date of
16 enactment of this Act.

17 (3) Sections 102, 104, 105, 106, 109, 110, 111 (b)
18 and (c) (except as otherwise specifically provided therein),
19 113, 114, 115, 117, 118, and 119 shall become effective on
20 the first day of the first pay period which begins on or after
21 October 1, 1965.

22 (4) Section 103 shall become effective on the ninetieth
23 day following the date of enactment of this Act.

24 (5) Section 108 (b), and section 3107 (1) and (2)
25 of title 39, United States Code, as contained in the amend-

1 ment made by section 108 (a) of this Act, shall become
2 effective as of July 1, 1965.

3 TITLE II

4 SHORT TITLE

5 SEC. 201. This title may be cited as the "Federal Salary
6 Review Commission Act".

7 FEDERAL SALARY REVIEW COMMISSION

8 SEC. 202. (a) There is hereby established a bipartisan
9 commission, to be known as the "Federal Salary Review
10 Commission" (hereinafter referred to as the "Commission"),
11 which shall be composed of eleven members, of whom (1)
12 five shall be appointed by the President of the United States,
13 not more than three of whom shall be of the same political
14 party and one of whom so designated by him shall be Chair-
15 man; (2) two shall be appointed by the President of the
16 Senate, who shall not be of the same political party; (3) two
17 shall be appointed by the Speaker of the House of Repre-
18 sentatives, who shall not be of the same political party; and
19 (4) two shall be appointed by the Chief Justice of the
20 United States, who shall not be of the same political party.

21 (b) No person holding any office, appointive or elec-
22 tive, under the United States (except retired officers or em-
23 ployees) shall be eligible for appointment to the Commis-
24 sion. The first members of the Commission shall be ap-
25 pointed not later than January 31, 1966, and shall serve

1 for one year. New members shall be appointed not later than
2 January 31 every fourth year thereafter, beginning in 1970,
3 for the same term. Members shall not be eligible for reap-
4 pointment. Members shall receive no compensation for their
5 services but shall be reimbursed for necessary expenses in-
6 curred in the performance of their duties.

7 (c) Appointment of employees may be without regard
8 to the civil service laws, but their compensation shall be in
9 accordance with the Classification Act of 1949, as amended.
10 Executive departments and agencies whose employees are
11 compensated under the statutory salary systems may detail
12 employees for service with the Commission without reim-
13 bursement. The services of experts and consultants may be
14 obtained by the Commission under the authority of section
15 15 of the Administrative Expenses Act of 1946, as amended
16 (5 U.S.C. 55a), at rates not to exceed \$100 per diem.
17 Necessary funds are authorized to be appropriated for ex-
18 penses of the Commission.

19 COMMISSION SALARY REVIEWS AND REPORTS

20 SEC. 203. (a) The Commission shall review the com-
21 pensation, including rates of basic compensation and other
22 forms of compensation, of (1) Senators, Representatives,
23 and the Resident Commissioner from Puerto Rico; (2) Jus-
24 tices and Judges of the United States, Referees in Bank-
25 ruptcy, the Director and the Deputy Director of the

1 Administrative Office of the United States Courts, and Com-
2 missioners of the Court of Claims; and (3) the salary levels
3 established under the Federal Executive Salary Act of 1964,
4 with a view to maintaining proper levels and relationships
5 among the rates of basic compensation of these officers and
6 salary levels, and with the salary rates of the Classification
7 Act of 1949, as amended.

8 (b) The Commission shall also review the principles,
9 concepts, structures, and interrelationships of the statutory
10 salary systems governing the compensation of Federal civil-
11 ian employees of the executive departments and agencies.

12 (c) The Commission shall submit to the President not
13 later than January 1, 1967, and January 1 of every fourth
14 year thereafter beginning in 1971, a report containing its
15 recommendations concerning rates of basic compensation and
16 other forms of compensation for the categories referred to in
17 subsection (a) of this section, concerning the principles,
18 structure, and rates of the statutory salary systems referred
19 to in subsection (b) of this section, and concerning such
20 other matters relating to compensation as it deems pertinent.

21 SUBMISSION OF COMPENSATION RECOMMENDATIONS TO

22 CONGRESS

23 SEC. 204. The President, after consideration of such re-
24 port, shall transmit to the Congress, not later than March 31,
25 1967, and not later than March 31 of every fourth year

1. thereafter, beginning in 1971, his recommendations as to
2. the rates of basic compensation for the categories referred to
3. in section 203 (a) and (b) of this title.

Passed the House of Representatives September 30, 1965.

Attest:

RALPH R. ROBERTS,

Clerk.

AN ACT

To adjust the rates of basic compensation of certain officers and employees in the Federal Government, to establish the Federal Salary Review Commission, and for other purposes.

OCTOBER 1, 1965

Read twice and referred to the Committee on Post
Office and Civil Service

INDEX of Congressional Proceedings

OF INTEREST TO THE DEPARTMENT OF AGRICULTURE

UNITED STATES DEPARTMENT OF AGRICULTURE
WASHINGTON, D.C. 20250
OFFICIAL BUSINESS

POSTAGE AND FEES PAID
U. S. DEPARTMENT OF AGRICULTURE

OFFICE OF BUDGET AND FINANCE
FOR INFORMATION ONLY;
NOT TO BE QUOTED OR CITED)

Issued Oct. 18, 1965
For actions of Oct. 15, 1965
89th-1st, No. 193

CONTENTS

Adjournment.....10	Lands.....14	Research.....6
Appropriations.....1	Lumber.....2	Retirement.....4,13
Beef exports.....15	Pay.....4	Saline water.....6
Education.....3	Personnel.....4,13	School lunch.....8
Food.....9	Property.....14	Sugar.....7
Foreign trade.....5,15	Public works.....1	Water pollution.....11
Forestry.....14	Recreation.....12	

HIGHLIGHTS: Sen. Symington defended Administration's sugar bill. Sen. Symington praised school lunch program. Sen. McGovern commended Republican task force report on world food problems. Sen. Morse introduced and discussed bill to establish commission to study beef export.

SENATE

1. PUBLIC WORKS APPROPRIATION BILL. Agreed to the conference report on this bill, H.R. 9220. This bill will now be sent to the President. pp. 26116-127
2. LUMBER. The Commerce Committee reported without amendment H.R. 10198, to amend the requirements relating to lumber under the Shipping Act, 1916 (S. Rept. 873). p. 26100
3. EDUCATION. Conferees were appointed on H.R. 8310, the proposed Vocational Rehabilitation Act Amendments of 1965. House conferees have already been appointed. p. 26133
4. PERSONNEL. Passed with amendment H.R. 11303, to amend the Civil Service Retirement Act, as amended, so as to provide that each retirement annuity commencing after Dec. 1, 1965, but not later than Dec. 31, 1965, shall be

increased from commencing date as if annuity began Dec. 1, 1965, after substituting the language of a companion bill, S. 2572. S. 2572 was indefinitely postponed. H.R. 11303 will now be sent to the President. pp. 26108-109

The Post Office and Civil Service Committee voted to report (but did not actually report) with amendments H. R. 10281, the Federal pay bill. The "Daily Digest" states that "as approved by the committee the bill would provide a 3.6 percent across-the-board increase...effective October 1, 1965." p. D1029

5. FOREIGN TRADE. Sen. Clark inserted an article, "Trade with Communists," which states the U. S. has "little to lose and much to gain" if the country's commercial trade mission to Poland and Rumania is successful. p. 26128
6. SALINE WATER. Sen. Clark inserted an article on the cooperation between Mexico and U. S. on the water desalting process. pp. 26128-29
7. SUGAR. Sen. Symington stated that H R. 11135, to amend and extend the provisions of the Sugar Act of 1948, "completely ignores the recommendations of the administration and urged substitution of "the administration bill for H.R. 11135." pp. 26130-31
8. SCHOOL LUNCH. Sen. Symington praised the school lunch program and inserted several articles on the subject. pp. 26152-3
9. FOOD. Sen. McGovern commended the Republican task force on agriculture for a "statement released...on the opportunity for America to expand her efforts at home and abroad to meet the increasing food crisis." pp. 26162-63
10. ADJOURNED until Mon. Oct. 18. p. 26197

ITEMS IN APPENDIX

11. WATER POLLUTION. Extension of remarks of Rep. Grabowski discussing and inserting an article telling how the paper industry, "both a supplier and a user of great quantities of water--polices itself in matters of water pollution." pp. A5829-30

BILLS INTRODUCED

12. RECREATION. S. 2644 by Sen. Metcalf, to provide for the establishment of cooperative outdoor recreation research and training centers; to Interior and Insular Affairs.
13. PERSONNEL. S. 2649 by Sen. Moss, to amend the Civil Service Retirement Act so as to permit payment of survivor annuities to the widows and widowers of certain annuitants who remarry subsequent to retirement; to Post Office and Civil Service Committee.
14. LANDS; PROPERTY. S. 2655 by Sen. Hart, to provide for certain payments to be made with respect to property acquired by the Secretary of Agriculture for national forest purposes in Gogebic County, Mich.; to Agriculture and Forestry Committee. Remarks of author pp. 26113-4
15. BEEF EXPORTS. S. 2658 by Sen. Morse, to provide for the establishment of a Commission to study and investigate problems relating to the export of beef from the United States and to consider ways and means of increasing the export of beef from the United States; to Commerce Committee. Remarks of author pp. 26114-5

DIGEST of Congressional Proceedings

OF INTEREST TO THE DEPARTMENT OF AGRICULTURE

UNITED STATES DEPARTMENT OF AGRICULTURE
WASHINGTON, D. C. 20250
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POSTAGE AND FEES PAID
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OFFICE OF BUDGET AND FINANCE
FOR INFORMATION ONLY;
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Issued Oct. 20, 1965
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89th-1st; No. 195

CONTENTS

Animal research.....39	Flood control.....8,10,17	Rivers and harbors....8,17
Appropriations.....2,32	Food shortage.....6,14,31	Shipping.....20
Balance of payments..22,34	Forestry.....25	Soil conservation.....9
Commodity exchanges....16	Income tax.....27	Stockpiling.....4,33
Contractors.....36	Legislative program....17	Sugar.....1,24
Disaster relief.....9	Manpower.....29	Supplemental
Education.....11,17,28	Meat inspection.....30	appropriations.....2,32
Electrification.....7	Monetary fund.....15	Transportation.....12
Employment.....26	Pay.....3,38	Veterans' affairs.....21
Expenditures.....4	Personnel.....3,4,35,38	Water conservation....9,23
Farm labor.....18	Poverty.....19	Wheat agreement.....13
Farm program.....5	Research.....29,39	World food study....14,31
Firefighters.....35	River basin.....37	

HIGHLIGHTS: Senate debated sugar bill. Senate committee reported supplemental appropriation bill and pay bill. Rep. Smith, Iowa, introduced and discussed meat inspection bill. House committee reported bill to increase flood water detention capacity.

SENATE

1. SUGAR. Began debate on H. R. 11135, the sugar bill, which had been reported with amendment during adjournment on Oct. 18 (S. Rept. 909). pp. 26315, 26393-419, 26427-39
2. SUPPLEMENTAL APPROPRIATION BILL. The Appropriations Committee reported with amendments this bill, H. R. 11588 (S. Rept. 912). p. 26325
It was agreed that this bill will be considered next after the sugar bill (p. 26440). Attached to this Digest is a table showing the actions of the Senate Committee.
3. FEDERAL PAY BILL. The Post Office and Civil Service Committee reported with amendments this bill, H. R. 10281, on Oct. 18 during adjournment (S. Rept. 910). p. 26315

4. EXPENDITURES; PERSONNEL; STOCKPILING. Received a report from the Byrd Joint Committee on Nonessential Federal Expenditures regarding these subjects. pp. 26326-38
5. FARM PROGRAM. Sen. Curtis spoke in favor of adequate farm prices, criticized the present program, and defended his record. pp. 26355-7
6. WORLD FOOD SHORTAGE. Sen. McGovern inserted and commended a speech by Rep. Stalbaum favoring farm production to alleviate the world food shortage. pp. 26361-3
7. ELECTRIFICATION. Sen. Hartke inserted an address by REA Administrator Clapp before the NRECA regional meetings, reviewing progress in rural electrification and outlining future financial requirements. pp. 26371-3
8. RIVERS-HARBORS AND FLOOD-CONTROL BILL. Agreed to the conference report on this bill, S. 2300. pp. 26380-93
9. DISASTER RELIEF. Sen. Long, La., described changes made by the Senate committee in H. R. 7502, the disaster-relief bill, including a provision to permit deduction of certain assessments by soil and water conservation districts, for income-tax purposes. pp. 26439-40

HOUSE

10. FLOOD CONTROL. The Agriculture Committee reported without amendment H.R. 9149, to amend the Watershed Protection and Flood Prevention Act, as amended, so as to increase the maximum flood-water detention capacity from 5,000 acre-feet to 12,500 acre-feet (H. Rept. 1177). p. 26537
11. EDUCATION. Received the conference report on H.R. 9567, the proposed Higher Education Act of 1965 (H. Rept. 1178). pp. 26447-70
12. TRANSPORTATION. The Interstate and Foreign Commerce Committee voted to report (but did not actually report) S. 1098, to amend the Interstate Commerce Act to insure the adequacy of the national railroad freight car supply. p. D1039
13. WHEAT. Rep. Albert emphasized that deferment of action on the International Wheat Agreement Act extension "should not be interpreted as indicating that the House is opposed to the agreement negotiated by our representatives and ratified by the Senate early this year." p. 26441
14. FOOD COMMISSION. Rep. Langen expressed approval of legislation to create a U.S. World Food Commission "to plan the future U.S. role in the approaching world food crisis." p. 26516
15. MONETARY FUND. Received from Treasury a report on the activities of the National Advisory Council on International Monetary and Financial Problems of the Bretton Woods Agreements Act. p. 26537
16. COMMODITY EXCHANGES. Received from this Department a proposed bill to amend the Commodity Exchange Act, as amended; to Agriculture Committee. p. 26537
17. LEGISLATIVE PROGRAM. Rep. Albert announced that tomorrow (Oct. 20) the House will call up the conference reports on the higher education bill and the omnibus rivers and harbors and flood control bill. pp. 26441-42

FEDERAL EMPLOYEES SALARY LEGISLATION

OCTOBER 18, 1965.—Ordered to be printedFiled under authority of the order of the Senate of October 18, 1965

Mr. MONRONEY, from the Committee on Post Office and Civil Service,
submitted the following

REPORT

Together with

INDIVIDUAL AND MINORITY VIEWS

[To accompany H.R. 10281]

The Committee on Post Office and Civil Service, to which was referred the bill (H.R. 10281) to adjust the rates of basic compensation of certain officers and employees in the Federal Government, to establish the Federal Salary Review Commission, and for other purposes, having considered the same, reports favorably thereon with an amendment and recommends that the bill (as amended) do pass.

AMENDMENT

The committee has stricken out all language after the enacting clause and inserted a new text to provide for three broad changes in H.R. 10281 as it was referred: (1) reduction of the 1965 increases from 4 percent to 3.6 percent; (2) elimination of the 1966 second-stage increase in Federal salaries; (3) reduction in certain fringe benefit costs and applications, and the elimination of certain other provisions revising present law. Appendix A of this report provides graphic illustration of the cost difference between the House-passed bill and the committee amendment. Briefly expressed, the administration recommendations on pay, severance pay, and postal overtime pay cost \$520 million annually; H.R. 10281 as referred costs \$755 million annually for the first stage of the pay increase; the committee amendment costs \$641.5 million annually.

THE 3.6-PERCENT INCREASE

The Federal Salary Reform Act of 1962 established as a basic compensation policy that the salaries of Federal employees be comparable with salaries for similar levels of work in the private sector of the economy.

The act stated:

DECLARATION OF POLICY

The Congress hereby declares that, whereas the functions of a Federal salary system are to fix salary rates for the services rendered by Federal employees so as to make possible the employment of persons well qualified to conduct the Government's programs and to control expenditures of public funds for personal services with equity to the employee and to the taxpayer, and whereas fulfillment of these functions is essential to the development and maintenance of maximum proficiency in the civilian services of Government, then, accordingly, Federal salary fixing shall be based upon the principles that—

(a) There shall be equal pay for substantially equal work, and pay distinctions shall be maintained in keeping with work and performance distinctions; and

(b) Federal salary rates shall be comparable with private enterprise salary rates for the same levels of work.

Salary levels for the several Federal statutory salary systems shall be interrelated, and salary levels shall be set and henceforth adjusted in accordance with the above principles.

The comparison was to be based on statistical evidence gathered by the Bureau of Labor Statistics. After compiling and analyzing this evidence each year, the Bureau was to report to the President, who in turn was directed to submit his recommendations for salary adjustments to Congress for legislative action.

The 1962 act was a landmark in Federal salary legislation. Congress established the policy that adjustments of Federal civilian salaries were to be based on evidence of private enterprise rates, and were to be comparable salaries for the same levels of work. The 1962 increases, a two-stage program which averaged more than 10 percent for all employees (and substantially more in the upper grades where the gap between private employment and Federal employment was greatest), did much to attain comparable rates. The 1964 act, which increased Executive rates by about 30 percent and provided further adjustments for all employees averaging more than 4 percent, was another significant step toward attaining comparability.

No one believed that this goal would be easily or quickly achieved. President John F. Kennedy, in his proposals to the 87th Congress, suggested a three-stage increase in an effort to ease the budgetary implications of salary increases. President Johnson in 1965 proposed a 3-percent increase in an effort to close the gap of comparability in the lowest levels of employment and keep pace with rising costs and annual salary increases in the upper levels.

The committee amendment recognizes the reality of budgetary problems, the increased costs pertaining to the Defense Department, and the other costs of programs enacted in the 89th Congress of vital

importance. The committee amendment accomplishes the goal of eliminating the gap between private and public employment, based on the most recent evidence available to Congress, for all employees in the first five grades of the Classification Act and the first four levels of the Postal Field Service Schedule. For those in higher levels of pay, the 3.6-percent increase will go a long way to bridge the gap.

The dollar difference between 3.6 and 4 is small when compared to the total Federal payroll. But the American economy and the guideposts for maintaining the purchase value of the dollar and avoiding the serious threat of inflation in the coming years requires the committee to take other factors into account. The importance of wage-price guideposts must be recognized.

In reducing the increase from 4 to 3.6 percent, the committee has paid particular attention to the overall package of benefits included in H.R. 10281. Evidence presented to the committee indicated that the 4-percent salary increase (costing \$545 million) coupled with \$210 million in fringe benefits and other liberalizations would substantially exceed the guideposts which private enterprise employees and their elected union officials have agreed to in various labor-management negotiations in the past few years and in recent months. The committee does not believe it would be in the best interests of the Government, the economy, or the Federal service to upset a policy which has resulted in the observance of 3.2-percent wage-price guideposts in the private sector of the economy by enacting Federal salary legislation amounting to a total increase of more than 5 percent.

THE WAGE-PRICE GUIDEPOSTS

The general guide for noninflationary wage policy has been that the rate of increase in wage rates (including fringe benefits) in each industry be equal to the trend rate of overall productivity increases. If the trend of annual increases in productivity for the whole economy has been 3 percent, the wage rates should rise on the average by 3 percent a year. Under ideal conditions, the gain from increases in employee productivity throughout the economy would be shared between wage and nonwage incomes by allowing each to grow at the same percentage rate. Business and labor would share in the gains of the advancing economy and industrial productivity. But at the same time the average of all the unit labor costs in the economy would remain stable.

From 1962 until the present time, wage increases have stayed close to national productivity changes—about 3.2 percent each year. Most of the wage settlements negotiated in collective bargaining fell within the standards set by the guideposts. This, combined with satisfactory productivity gains, has led to a stability of unit labor costs and to the unusual degree of overall price stability in 55 months of uninterrupted progress that has brought many gains in labor and industry. The direct role of wage-price guideposts in contributing to this stability has been made clear in the recent contract negotiations in the steel industry. The Government surely must abide by those guideposts if it expects private industry to abide by them. How else could the Government request—and achieve—compliance with such principles by the leaders and management?

The committee has reported a bill which is consistent with wage-price guideposts. The U.S. Government is not a business enterprise,

and measurement of productivity gains is difficult to ascertain. In the postal service, which is the largest Government agency in the world, it is estimated that mail volume increases by about 3 percent each year and that employee productivity and additional manpower must absorb that 2-billion-piece increase. Because public pay is fixed by legislation rather than collective bargaining contracts of fixed duration, adjustments have to be made for the period between pay increases. When allowance is made for the full 15-month period since the last adjustment of Federal salaries, the annual average rate of increase of employees' basic compensation is less than 3 percent; but the additional costs of fringe benefits and other cost items (which are considered part of compensation in the establishment of wage-price guideposts) raises the total cost of the committee amendment to a percentage compatible with the wage-price guideposts. Federal salaries should not exceed that point by a greater margin in 1965.

Of vital importance, the committee amendment is a bill that can be enacted into law in 1965. Such a law will provide the real gains in income which are, in the final analysis, the only way by which the living standards of two and a half million Federal employees and their families can improve.

THE SECOND-STAGE INCREASE

As referred, H.R. 10281 included a second-stage increase to become effective automatically in October 1966. The amount of the increase would have depended upon the evidence available to the Bureau of Labor Statistics at that time, but it was indicated that closing one-half of the comparability gap plus granting all of the 1965-66 percentage increase in private enterprise would have resulted in increases from perhaps 3 percent in the lower grades to as much as 8 percent in the higher grades. The estimated cost of the increase was \$800 million. The automatic increase had the advantages of being based on statistical evidence of rates being paid in the private sector and also partially fulfilling the policy of comparability enacted in 1962. It had the disadvantage of anticipating differences in private and public pay which cannot be ascertained in advance and might not be ascertainable in October 1966.

The committee has not concluded that Congress is unable to enact fair and equitable salary legislation. Indeed, in accepting adherence to wage-price guidelines for 1965, the committee feels deeply committed to undertake consideration of salary legislation early in the second session of the 89th Congress. The committee will make every effort to accelerate the achievement of comparability and reduce the 15- to 18-month timelag which occurs between the date the Bureau of Labor Statistics report is available and the time Congress usually enacts salary legislation.

Before the end of the calendar year 1965, the committee will have available the annual report of the Bureau of Labor Statistics on salary rates paid in private enterprise in the spring of 1965. The committee will give prompt consideration to this report at the earliest possible time next year. Congress has in the past few years enacted progressive and far-reaching compensation legislation. Next year and in the years to follow Congress will strive to make the policy of the 1962 act a reality in as short a time period as possible.

OTHER MAJOR FEATURES OF THE SENATE AMENDMENT

Acceptable level of competence.—The 1962 Salary Reform Act added to the law a requirement that an employee perform at an acceptable level of competence. It meant that an employee whose work is marginal but not so poor as to justify his dismissal, could be disciplined by denying him a within-grade step increase until his work improved.

The 1962 act provided for a redetermination of that decision within the employee's agency, but provided no right of appeal to the Civil Service Commission. Section 3 of the Senate amendment changes the 1962 law so that any employee whose work is rated to be of an unacceptable level of competence may ask for a redetermination of that decision within his own agency, under uniform procedures promulgated by the Civil Service Commission and applicable to all agencies. In the event the redetermination is adverse to the employee, he may in all cases appeal to the Commission. If either redetermination or the appeal results in a decision favoring the employee, the decision will be retroactive. Because many laws relating to personnel administration do not apply to the Library of Congress, which is an arm of the Congress, the new law on appellate rights shall not apply to the Library.

Postal overtime and holiday pay.—The bill revises and progressively modernizes the present law on overtime and holiday pay for postal employees. Unlike many other agencies of the Government, the postal service is a 7-day, 24-hour operation. The present volume of mail is above 72 billion pieces annually. It will continue to rise.

Overtime work is simply mandatory under present conditions. The limitation upon funds available for additional career manpower requires the use of temporary substitutes. Until now, no substitute employee has been paid overtime compensation in any case, and no regular employee has been paid for working a sixth or seventh day in the workweek. The Post Office Department has recognized this inequity. The Fair Labor Standards Act of 1938 established a basic overtime program applicable to private enterprise, and the Government is long overdue in fulfilling the requirements which Federal law requires of private industry. Appendix B explains the changes to be brought about by the enactment of H.R. 10281.

Basically, regular employees in salary levels PFS-7 and below will be paid for any overtime work (regular employees have an advance-scheduled basic workweek of five 8-hour days). Regular employees in PFS-8 and above will either be paid for overtime work or given compensatory time off equal to the number of overtime hours worked. Substitute employees, whose workweek depends on the workload, will be paid for all time in excess of 40 hours a week. Holiday pay, now within the discretion of the Postmaster General and inapplicable to employees in salary level PFS-8 and above, will be paid in all cases to those in PFS-7 and below, and will either be paid or compensatory time off will be given to those in PFS-8 and above. A special premium pay of 25 percent of the hourly rate will be paid to regular employees whose 5-day work schedule includes an 8-hour shift any part of which occurs on Sunday. For that full 8-hour shift, alone, the employee will receive the extra compensation.

The committee has given careful consideration to the problem of scheduling employees for work in the postal field service. As referred,

H.R. 10281 gave substantial preference to annual rate regular employees by establishing a basic workweek exclusive of Saturday and Sunday. The committee amendment has modified this in view of its belief that one of the most important factors to be considered is the Post Office Department's obligation to deliver the mail.

Restrictions upon management, in a public service which must utilize its best and most experienced personnel for maximum efficiency and service, will result in poor service to the American public and a poor image for the postal service and all of its employees. Nonetheless, the committee recognizes and strongly supports the rights of employees and the policy established by Executive Order 10988. Therefore, although the Postmaster General shall have no statutory restriction upon scheduling employees to any 5-day workweek the committee has encouraged the Department to give preference, to the maximum extent practicable, to senior regular employees for a basic workweek of Monday through Friday.

Postal employees relocation allowance.—Section 6 provides a liberalized method of paying employees a per diem and subsistence allowance when they are moved from one post office to another. The implementation of the ZIP code program, the section center concept, and certain other recent innovations in the postal service have resulted in some employees being dislocated. The administration has recognized the need for modernization of moving-expense legislation, and another committee of the Senate is now considering such legislation. To provide for the needs of postal employees only, H.R. 10281 includes language to pay the prevailing per diem and subsistence allowance to each member of the employee's immediate family, and to provide the employee with 5 days paid leave to give him an opportunity to settle in his new community.

Severance pay.—An administration recommendation on the establishment of a new fringe benefit for severance pay has been included in H.R. 10281. This program is designed to benefit the employee who is involuntarily separated from Federal service through no fault of his own by paying him a severance allowance of 1 week's salary for each of the first 10 years of service; 2 weeks' salary for each year of service after 10 years; and an age adjustment allowance of 10 percent of the basic severance pay for each year the employee's age exceeds 40 years. The committee has amended this part of H.R. 10281 to include employees of Agricultural Stabilization and Conservation Service county committees within the program, and to extend the benefits to certain former employees reemployed in temporary capacities.

Travel time.—Certain employee organizations testified before the committee that many employees are required to travel on official business on weekends or at night. H.R. 10281 includes a provision to require that management schedule the travel of its employees to occur on duty time to the maximum extent practicable.

Uniform allowance.—The committee has increased the maximum amount available for the reimbursement of employees' expenses for the purchase of required uniforms from \$100 to \$125 annually. This is \$25 less than the amount specified in the House-passed bill. The committee is aware that in certain climates, more money is necessary to purchase winter clothing. The committee would like to have the opportunity to make a more complete study of the uniform purchase problem.

SECTIONAL ANALYSIS OF THE BILL

Section 1 entitles the bill as the Federal Employees Salary Act of 1965.

Section 2(a) provides a new statutory schedule for employees paid under the General Schedule of the Classification Act. The new schedule reflects an across-the-board increase of 3.6 percent in all levels of all grades.

Section 2(b) provides conversion rules for classified employees.

Section 504 of the Salary Reform Act of 1962 provides that when the President finds that salary rates in private enterprise for one or more occupations in one or more areas are so substantially above Federal statutory rates as to significantly handicap recruiting, he may establish higher minimum rates for one or more grades, and may make corresponding step-rate increases, provided that no minimum salary rate so established exceeds the seventh rate prescribed by law for the grade adjusted, the pay of an employee receiving a special rate under section 504 will be adjusted in accordance with conversion rules prescribed by the President on the effective date of adjustment of the statutory schedules.

This provision prevents unwarranted increases in "504 Schedule" salaries.

Section 2(b)(1). Salary conversion rule for ordinary employee.

Section 2(b)(2). Conversion rule for employees paid at a rate between grades. A few employees, formerly under the old Crafts, Protective, and Custodial Schedule, benefit by this rule. The new salary will be at the higher of the two rates of the new schedule.

Section 2(b)(3). Guarantees increase for employees above maximum rate of their grade. Certain employees receive "saved rates" as a result of a reduction-in-force at an earlier time. This language protects them by giving them the new maximum rate of their present salary, whichever is higher.

Section 2(b)(4). The Fringe-Benefits Act of 1954 provided that certain employees, including firefighters, would be paid up to 25 percent additional annual pay in lieu of other premium compensation for long periods of standby duty. Prior to this measure, firefighters were paid for overtime, night, and holiday duty at rates which in some cases amounted to sums in excess of 25 percent. The act provided that if a firefighter or other such employee were receiving an amount in excess of the 25 percent additional pay, his compensation would not be reduced, but when these positions were filled in the future the 25 percent formula would prevail.

Each pay act since the Fringe Benefits Act of 1954 has provided that these pre-1954 personnel shall receive their aggregate compensation under the Fringe Benefits Act plus whatever increase is provided in the maximum rate of the grade. Paragraph 4 has this same effect.

Section 3 provides a right of appeal to the Civil Service Commission for any employee whose work performance is determined not to be of an acceptable level of competence. The Federal Salary Reform Act of 1962 provided that employees must perform at an acceptable level of competence in order to receive within-grade step increases. This was intended to provide additional impetus to the employee whose performance, while not unsatisfactory, reflects an attitude of doing as little as can be done without resulting in dismissal. The 1962 act provided for an appeal to a higher authority within the employee's

agency, but no right of appeal to the Civil Service Commission. Section 3 adds new language so that in the event the employee loses his appeal for a redetermination within his own department, he will have a right of appeal to the Civil Service Commission. Section 3 also provides that the Commission shall establish by regulation uniform procedures for appellate procedures within each agency. Under present law, the procedures for providing the employee an opportunity for reconsideration vary from one agency to another. The Committee believes it is in the best interest of the Federal service that the procedures be uniform and that they be established by the Commission rather than individual agencies. The new right of appeal does not apply to employees of the Library of Congress. Under present law, the Librarian is the final authority on all matters of personnel administration.

Section 4 provides new statutory schedules for employees in the postal field service who are subject to the Postal Field Service Schedule, the Rural Carrier Schedule, and the Fourth Class Office Schedule. The new schedules reflect an across-the-board increase of 3.6 percent in all steps of all levels.

Section 5 revises the overtime pay for postal field service employees. Appendix A presents a graphic illustration of the difference between present law and H.R. 10281 on this topic.

Section 6 liberalizes the payment of moving expenses for postal employees. This section, generally in accordance with an official administration proposal recently submitted to the Committee on Government Operations, will provide that the allowances to be paid for per diem and subsistence expenses be increased to include each member of the employee's family, and that 5 days of paid leave, not chargeable to annual or sick leave, be granted the employee after his arrival at his new station of duty.

Section 7 provides an across-the-board 3.6-percent increase in the salaries of employees in the Department of Medicine and Surgery of the Veterans' Administration. The minimum and maximum rates of salary are prescribed in section 7. The actual rate to be paid any employee is established by the Administrator.

Section 8 provides an across-the-board 3.6-percent increase in the salaries of Foreign Service officers, staff officers, and employees.

Section 9 establishes the new fringe benefit policy of severance pay for most Federal employees who are separated from the service for reasons other than misconduct, delinquency, or inefficiency.

Section 9 incorporates the administration proposal on severance pay with minor changes: (1) clarification of who is covered; (2) payment of severance benefits to a former employee's survivors if he dies while receiving benefits.

Section 9(a) extends the benefits of the act to all employees in the executive and legislative branches (excluding employees of the House and Senate and Architect of the Capitol), employees of the Government of the District of Columbia, and employees in the county committee offices of the Agricultural Stabilization and Conservation Service.

Section 9(b) excludes certain employees:

- (1) An employee subject to the Executive Salary Act of 1964 or any employee paid at a rate exceeding GS-18.
- (2) An employee serving a definite time limitation, except one so appointed immediately after career service.

(3) An alien serving outside the United States, the District of Columbia, and the Canal Zone.

(4) Any employee who at the time of separation is receiving or eligible to receive retirement benefits under any Federal civilian or military retirement program.

(5) An employee receiving compensation under the Federal Employees Compensation Act, except one receiving compensation concurrently with salary, or for the death of another person.

The employee who is receiving compensation while receiving salary is one who has suffered an injury which deprives him of a finger or an eye, and is awarded a specified amount of compensation for the loss. He may return to work and receive both the compensation (until the full award is paid) and his salary. The employee who receives compensation but does not receive salary is one whose injury is so serious that he cannot work. He is placed on leave without pay while receiving compensation and remains on leave without pay until he is separated or until he has recovered and is able to return to work, at which time compensation stops. No employee can receive compensation while on annual leave or sick leave.

(6) An employee entitled to other Federal severance payment.

(7) Employees of the Tennessee Valley Authority.

(8) Employees excluded by rules established by the President or his designee.

Sections 9 (c) and (d) set out the method of paying employees who are involuntarily separated for reasons other than misconduct, delinquency, or inefficiency.

(1) Each eligible employee who has served at least 12 continuous months shall receive, upon separation, pay equal to 1 week's basic salary for each of the first 10 years of his employment (totaling 10 weeks' salary). For each year in excess of 10 years' service, the employee shall receive 2 weeks' salary.

(2) For each year the employee's age exceed 40 years, he shall receive an additional 10 percent of the basic severance pay.

The maximum payment shall not exceed the annual rate of basic compensation received by the employee immediately prior to his separation.

For example: Joe Jones is 48 years old and has been employed by the Government for 20 years. He is not eligible for an immediate annuity (20 years' service at age 50). He is involuntarily separated.

Jones is eligible for severance pay. The amount is determined by multiplying his weekly salary by 10 (his first 10 years) and twice his weekly salary by 10 (his second 10 years). If his weekly salary (annual rate divided by 2,080 hours multiplied by 40 hours) is \$100, his basic severance pay would be \$3,000, to which would be added \$2,400, representing the age adjustment (10 percent of basic severance pay for each year over 40—Jones is 8 years over 40). His total pay would be \$5,400. If his annual rate was only \$5,200 (52 weeks times \$100), the maximum amount payable would be \$5,200.

If the separated employee is reemployed by the Government while receiving severance pay, the payment stops upon the date of reemployment and any unexpired period of service remaining shall be credited to his "account" in event of subsequent separation.

Subsection (f) saves the employee who has served 12 continuous months and then is separated and paid severance pay. Three months later he is reemployed. Three months later he is again separated. Without this provision, he would no longer be eligible for severance benefits even though his prior service might have been several years. This section tacks the period of reemployment onto the previous employment and disregards the period of severance pay.

Section 9(g) adds a provision to the administration proposal which would pay any remaining severance pay to the survivors of a former employee if he dies while receiving severance pay.

Section 9(h) assures that the amount of severance pay shall not be considered as the basis for computing any benefits payable by the government or the District of Columbia. In unemployment insurance, the rate of pay received prior to unemployment is the basis for paying unemployment benefits. This provision makes sure that the rate of pay while employed will be the basis for computations rather than the rate of severance pay.

Section 9(h) also prevents periods during which an employee receives severance pay from being used as a "period of service" for calculating retirement benefits under the Civil Service or other Federal Retirement Act.

Section 10 increases the rates of salary of employees of Agriculture Soil Conservation Service county committees by an across-the-board 3.6 percent.

The salary schedule of employees in the county offices of the Agricultural Stabilization and Conservation Service are set by administrative action of the Secretary of Agriculture.

CO-1 and CO-2 are below any present statutory rates. CO-3 is the approximate rate of a GS-1. Higher rates are equated with rates of the General Schedule. CO-10 is the equivalent of GS-11.

Section 11(a) provides a 3.6-percent increase in the gross compensation of employees of the Congress who are subject to the 1945 Pay Act.

Congressional employees are paid at base rates established in multiples of \$5 in the House of Representatives and \$60 in the Senate. A Senate employee receiving a basic salary of \$3,720 actually earns \$9,830 a year. The 3.6-percent increase in his gross salary would increase his actual pay by \$354 to \$10,184. The base salary of \$3,720 remains the same; it is only the total amount which is increased.

Section 11(b) gives a similar increase to officers of the House who do not have a basic salary. The provisions exclude student interns from the increase.

Section 11(c) gives a similar increase in the salary rates of employees of the House of Representatives who are subject to the "House Employees Schedule" enacted in 1964. The increase will not apply to House employees subject to the "House Wage Schedule," which is similar to a wage board system based on prevailing rates for tradesmen.

Section 11(d) assures that the gross compensation of legislative employees shall be considered "basic" compensation for the purposes of the Civil Service Retirement Act. "Basic compensation" in the legislative branch and the executive branch of the Government has different meanings.

Section 11(e) increases the salaries of the majority leader and the minority leader of the Senate and of the House of Representatives

to \$35,000 annually. These increases are recommended in recognition of the unusual responsibility placed upon these Members as the leaders of their respective parties in the Congress.

Section 11(f) retains the traditional prerogative of each Senator to exercise his discretion in adjusting the salaries of employees on his personal staff.

Section 11(g) increases by 3.6 percent the salaries of certain designated officers of the Senate.

Section 11(h) increases the maximum salary which can be paid a Senate employee by 3.6 percent.

Section 11(i) increases by 3.6-percent the limitation on the wages paid Senate employees in the folding room.

Section 12 gives a 3.6 percent increase to employees of the judicial branch of the Government.

Employees subject to the Judiciary Salary Plan Schedule shall receive the 3.6-percent increase. Employees who are ungraded may receive the salary increase if the Director of the Administrative Office of the U.S. Courts exercises his authority.

Section 12(b) gives a 3.6-percent increase to secretaries and clerks of district and circuit courts.

Section 12(c) increases the maximum limitation on the salaries of court reporters of the U.S. district courts by 3.6 percent. Salaries are actually set by the Judicial Conference of the United States.

Section 13 would increase the maximum amount available for the reimbursement of employees who must purchase uniforms from \$100 to \$125.

Section 14 is a safeguard to prevent any increase made by this act from raising any salary (except the salaries of the majority and minority leaders of the Senate and House of Representatives) to a rate higher than level V of the Executive Salary Act. That rate is now \$26,000.

Section 15(a) requires that a salary increase of 3.6 percent to be paid to assistant U.S. attorneys.

Section 15(b) provides authority for increasing the salaries of employees whose salaries are set by administrative action. Without such language the antideficiency statute would prohibit such increases if the agency budget did not contain sufficient funds to pay the increases for the remainder of the fiscal year.

Section 15 (c) and (d) assures that wage-board salaries and certain other salaries set by administrative action, will not be increased by this act.

Section 16 requires that, to the maximum extent practicable, employees' traveltime be on official duty time rather than at night or on weekends.

Section 17 sets out the effective dates of the bill.

The pay increase-----	First day of the first pay period on or after Oct. 1, 1965.
Postal overtime pay-----	First day of the first pay period on or after the date of enactment.
Severance pay-----	} Date of enactment.
Travel on duty time-----	
Increased uniform allowance-----	
5 days' leave during relocation--	
Postal relocation pay-----	July 1, 1965.
Acceptable level of competence--	90 days after enactment.

Section 18 provides that retroactive compensation shall not apply in the case of any Federal employee who has resigned his position prior to the date of enactment of this act.

APPENDIX A-1

Cost of pay legislation

Subject	H. R. 10281	Committee amendment
1965 increase.....	4 percent, Oct. 1, 1965 (\$544,900,000).	3.6 percent, Oct. 1, 1965 (\$488,175,000).
Class Act overtime.....	GS-10 and below for over 8 hours a day or 40 hours a week (\$15,000,000).	No provision.
Junior-senior adjustment....	Raise senior employee to step of junior employee (\$4,000,000).	No provision.
Uniform allowance.....	Increased from \$100 to \$150 maximum reimbursement (\$9,900,000).	Increased from \$100 to \$125 maximum reimbursement (\$5,000,000).
Postal relocation.....	Similar to administration bill in other committee (\$4,600,000).	Same (\$4,600,000).
Postal overtime.....	Regulars (to PFS-10) over 8 hours a day or 40 hours a week, and Sunday is always overtime. Subs over 8 or 40 hours. Double pay for holidays mandatory for PFS-11 and below. Substitutes get 50 percent extra for Christmas. (\$126,600,000.)	Regulars (to PFS-7) over 8 hours a day or 40 hours a week. Sunday work is a 25 percent premium for regulars if it is part of the regularly scheduled basic workweek. Substitutes over 40 hours a week. Double pay for holidays mandatory for PFS-7 and below. Substitutes get 50 percent extra for Christmas. (\$93,700,000.)
Severance pay.....	Same (\$50,000,000).....	Same (\$50,000,000).
Annual cost (estimated).....	\$755,000,000.....	\$641,475,000.
2d stage of House bill.....	\$800,000,000.....	None.

APPENDIX A-2

Cost of pay legislation

Item	H. R. 10281	Original administration proposals	Committee amendment
Pay increase:			
Class Act.....	\$351,200,000	\$267,000,000	\$313,840,000
PFS schedule.....	167,900,000	126,500,000	151,085,000
Foreign Service.....	7,800,000	5,600,000	7,000,000
Veterans' Administration.....	9,400,000	6,900,000	8,500,000
Legislative.....	8,600,000	6,500,000	7,750,000
Judicial.....			
ASCS.....			
Total, all employees.....	544,900,000	412,500,000	488,175,000
Fringe benefits:			
Class Act overtime.....	15,000,000	None	None
Postal overtime.....	126,600,000	58,200,000	93,700,000
Junior-senior adjustment.....	4,000,000	None	None
Uniform allowance.....	9,900,000	None	5,000,000
Postal relocation.....	4,600,000	None	4,600,000
Severance pay.....	50,000,000	50,000,000	50,000,000
Total cost.....	755,000,000	520,700,000	641,475,000

APPENDIX B
Postal overtime pay

Subject	Present law	H. R. 10281	Committee amendment
Regular employees' overtime.....	1½ for over 8 hours a day for PFS-7 and below. Compensatory time off for Saturday or Sunday work. Only compensatory time for PFS-8 and above.	1½ for over 8 hours a day or 40 hours a week, and raises level to PFS-10.	Same as H. R. 10281, but level remains at PFS-7.
Substitute employees' overtime.....	No extra pay. Double-time pay or compensatory time off with 30 days for PFS-7 and below. Only compensatory time for PFS-8 and above.	Pay or compensatory time for PFS-11 and above. 1½ for over 8 hours a day or 40 hours a week. Mandatory double-time payment for PFS-10 and below. Payment or compensatory time off within 30 days for PFS-11 and above.	1½ for over 40 hours a week. Same as H. R. 10281, but level remains at PFS-7.
Holiday pay.....	No differential.	For regular employees, always paid at 1½ of regular rate.	For regular employees, 25-percent bonus if part of regular 5-day week. Same as H. R. 10281.
Sunday pay.....	2½ days' pay for regular employees. No extra pay for substitutes.	2½ days' pay for regular employees. 1½ time for substitute employees.	The regular work schedule, overtime, and holiday pay do not apply to postmasters, rural carriers, postal inspectors, and employees in PFS-15 and above.
Christmas Day.....	The 8-hour schedule, overtime, and holiday pay do not apply to substitutes, to postmasters, rural carriers, post office inspectors, and employees in regional and district offices exempted by the Postmaster General.	The regular work schedule, overtime, and holiday pay do not apply to employees in third class offices. The regular work schedule, Sunday pay, and holiday pay do not apply to substitute employees (except Christmas Day pay at time and a half).	The regular work schedule, overtime, and holiday pay do not apply to postmasters, rural carriers, postal inspectors, and employees in PFS-15 and above. The regular work schedule, Sunday pay, and holiday pay do not apply to substitute employees (except Christmas Day pay at time and a half).
Exemptions.....			
The annual cost of overtime work.....	The cost of overtime pay in fiscal year 1965 was \$120,454,000.	The House bill would cost an additional \$126,600,000.	The committee amendment would cost an additional \$93,700,000.

In compliance with subsection 4 of rule XXIX of the Standing Rules of the Senate, changes in existing law made by the bill, as reported, are shown as follows (existing law proposed to be omitted is enclosed in black brackets, new matter is printed in italic, existing law in which no change is proposed is shown in roman):

TITLE VI—BASIC COMPENSATION SCHEDULES

[(b)] The compensation schedule for the General Schedule shall be as follows:

[illegible]

(b) *The compensation schedule for the General Schedule shall be as follows:*

[illegible]

TITLE VII—STEP INCREASES

SEC. 701. (a) Each officer or employee compensated on a per annum basis, and occupying a permanent position within the scope of the compensation schedules fixed by this Act, who has not attained the maximum rate of compensation for the grade in which his position is placed, shall be advanced in compensation successively to the next higher rate within the grade at the beginning of the next pay period following the completion of (1) each fifty-two calendar weeks of service in salary rates 1, 2, and 3, or (2) each one hundred and four calendar weeks of service in salary rates 4, 5, and 6, or (3) each one hundred and fifty-six calendar weeks of service in salary rates 7, 8, and 9, subject to the following conditions:

(A) That no equivalent increase in compensation from any cause was received during such period;

(B) That his work is of an acceptable level of competence as determined by the head of the department; and

(C) That the benefit of successive step-increases shall be preserved, under regulations issued by the Commission, for officers and employees whose continuous service is interrupted in the public interest by service with the Armed Forces or by service in essential non-Government civilian employment during a period of war or national emergency.

(b) Any increase in compensation granted by law shall not be construed to be an equivalent increase in compensation within the meaning of subsection (a).

(c) *Whenever a determination is made under subsection (a) of this section that the work of an officer or employee is not of an acceptable level of competence, he shall be given prompt written notice of that determination and an opportunity for reconsideration of the determination within his department under uniform procedures established by the Commission. If the determination is affirmed upon reconsideration, the employee shall have a right of appeal to the Commission. If the reconsideration or appeal results in a reversal of the earlier determination, the new determination shall supersede the earlier determination and shall be deemed to have been made as of the date of the earlier determination. The authority of the Commission to establish procedures and the right of appeal by the officer or employee to the Commission shall not apply to determinations of acceptable level of competence made by the Librarian of Congress.*

SECTION 204 OF THE FEDERAL EMPLOYEES PAY ACT OF
1945 (5 U.S.C. 912b)

TIME IN TRAVEL STATUS

SEC. 204. For the purposes of this Act, time spent in a travel status away from the official-duty station of any officer or employee shall be considered as hours of employment only when (1) within the days and hours of such officer's or employee's regularly scheduled administrative workweek, including regularly scheduled overtime hours, or (2) when the travel involves the performance of work while traveling or is carried out under arduous conditions. *To the maximum extent practicable, the head of any department, independent establishment, or agency, including Government-owned or controlled corporations, or of*

the municipal government of the District of Columbia, or the head of any legislative or judicial agency to which this title applies, shall schedule the time to be spent by an officer or employee in a travel status away from his official duty station within the regularly scheduled workweek of such officer or employee.

TITLE 39, UNITED STATES CODE

Part III.—PERSONNEL

Chap.	Sec.
41. General Provisions.....	3101
43. Appointment and Assignment of Field Service Employees.....	3301
45. Compensation in the Postal Field Service.....	3501

Chapter 41.—GENERAL PROVISIONS

Sec.

3101. Definitions.

EMPLOYEES GENERALLY

3103. Oath of office.

3104. No employee to receive fees.

3105. Detail of employees between field and department.

3106. Special compensation rules.

3107. *Postal employees relocation expenses.*

SPECIAL CLASSES OF EMPLOYEES

3111. Residence of postal transportation clerks.

3112. Inspectors may administer oaths.

3113. Rural carriers to furnish equipment.

3114. Rural carriers not to carry merchandise.

3115. Special delivery messengers as employees or carriers.

3116. Uniforms and badges.

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§ 3107. *Postal employees relocation expenses*

Notwithstanding any other provision of law, each employee in the postal field service who is transferred or relocated from one official station to another shall, under regulations promulgated by the Postmaster General, be granted the following allowances and expenses:

(1) *Per diem allowance, in lieu of subsistence expenses, for each member of his immediate family while en route between his old and new official stations, not in excess of the maximum per diem rates prescribed by or pursuant to law for employees of the Federal Government.*

(2) *Subsistence expenses of the employee and each member of his immediate family for a period of not to exceed thirty days while occupying temporary quarters at the place of his new official duty station, but not in excess of the maximum per diem rates prescribed by or pursuant to law for employees of the Federal Government.*

(3) *Five days of leave with pay which shall not be charged to any other leave to which he is entitled under existing law.*

Chapter 45.—COMPENSATION IN THE POSTAL FIELD SERVICE

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COMPENSATION AND ALLOWANCES

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§ 3542. *Postal Field Service Schedule.*

[(a) There is established a basic compensation schedule for positions in the postal field service which shall be known as the Postal

§ 3543. Rural Carrier Schedule

[(a) There is established a basic compensation schedule which shall be known as the Rural Carrier Schedule and for which the symbol shall be "RCS".

RURAL CARRIER SCHEDULE

	Per annum rates and steps											
	1	2	3	4	5	6	7	8	9	10	11	12
Carriers in rural delivery service:												
Fixed compensation per annum	\$2,240	\$2,345	\$2,450	\$2,555	\$2,660	\$2,765	\$2,870	\$2,975	\$3,080	\$3,185	\$3,290	\$3,395
Compensation per mile per annum for each mile up to 30 miles of route	82	84	86	88	90	92	94	96	98	100	102	104
For each mile of route over 30 miles	25	25	25	25	25	25	25	25	25	25	25	25

(a) There is established a basic compensation schedule which shall be known as the Rural Carrier Schedule and for which the symbol shall be "RCS". Compensation shall be paid to rural carriers in accordance with this schedule.

RURAL CARRIER SCHEDULE

	Per annum rates and steps											
	1	2	3	4	5	6	7	8	9	10	11	12
Carrier in rural delivery service: Fixed compensation per annum	\$2,301	\$2,412	\$2,523	\$2,634	\$2,745	\$2,856	\$2,967	\$3,078	\$3,189	\$3,300	\$3,411	\$3,522
Compensation per mile per annum for each mile up to 30 miles of route	86	88	90	92	94	96	98	100	102	104	106	108
For each mile of route over 30 miles	25	25	25	25	25	25	25	25	25	25	25	25

§ 3544. Fourth Class Office Schedule

[(a) There is established a basic compensation schedule which shall be known as the Fourth Class Office Schedule and for which the symbol shall be "FOS" for postmasters in post offices of the fourth class which is based on the revenue units of the post office for the preceding fiscal year. Basic compensation shall be paid to postmasters in post offices of the fourth class in accordance with this schedule.

FOURTH-CLASS OFFICE SCHEDULE

Revenue units	Per annum rates and steps											
	1	2	3	4	5	6	7	8	9	10	11	12
30 but less than 36	\$3,769	\$3,894	\$4,019	\$4,144	\$4,269	\$4,394	\$4,519	\$4,644	\$4,769	\$4,894	\$5,019	\$5,441
24 but less than 30	3,485	3,600	3,715	3,830	3,945	4,060	4,175	4,290	4,405	4,520	4,635	4,750
18 but less than 24	2,877	2,974	3,071	3,168	3,265	3,362	3,459	3,556	3,653	3,750	3,847	3,944
12 but less than 18	2,258	2,331	2,404	2,477	2,550	2,623	2,696	2,769	2,842	2,915	2,988	3,061
6 but less than 12	1,628	1,680	1,732	1,784	1,836	1,888	1,940	1,992	2,044	2,096	2,148	2,200
Less than 6	1,313	1,355	1,397	1,439	1,481	1,523	1,565	1,607	1,649	1,691	1,733	1,775

(a) *There is established a basic compensation schedule which shall be known as the Fourth Class Office Schedule and for which the symbol shall be "FOS", for postmasters in post offices of the fourth class which is based on the revenue units of the post office for the preceding fiscal year. Basic compensation shall be paid to postmasters in post offices of the fourth class in accordance with this schedule.*

FOURTH CLASS OFFICE SCHEDULE

Revenue units	Per annum rates and steps											
	1	2	3	4	5	6	7	8	9	10	11	12
30 but fewer than 36 -----	\$3,906	\$4,035	\$4,164	\$4,293	\$4,422	\$4,551	\$4,680	\$4,809	\$4,938	\$5,067	\$5,196	\$5,325
24 but few than 30 -----	3,610	3,729	3,848	3,967	4,086	4,205	4,324	4,443	4,562	4,681	4,800	4,919
18 but fewer than 24 -----	2,978	3,079	3,180	3,281	3,382	3,483	3,584	3,685	3,786	3,887	3,988	4,089
12 but fewer than 18 -----	2,339	2,415	2,491	2,567	2,643	2,719	2,795	2,871	2,947	3,023	3,099	3,175
6 but fewer than 12 -----	1,687	1,741	1,795	1,849	1,903	1,957	2,011	2,065	2,119	2,173	2,227	2,281
Fewer than 6 -----	1,359	1,403	1,447	1,491	1,535	1,579	1,623	1,667	1,711	1,755	1,799	1,843
	*	*	*	*	*	*	*	*	*	*	*	*

HOURS OF WORK AND OVERTIME

§ 3571. Maximum hours of work.

[Except as otherwise provided in this title, employees may not be required to work more than eight hours a day. The work schedule of employees shall be regulated so that the eight hours of service does not extend over a longer period than ten consecutive hours.]

§ 3571. Maximum hours of work

(a) *A basic workweek is established for all postal field service employees consisting of five eight-hour days. The work schedule of employees shall be regulated so that the eight hours of service does not extend over a longer period than ten consecutive hours.*

(b) *The Postmaster General shall establish work schedules in advance for annual rate regular employees consisting of five eight-hour days in each week.*

(c) *Except for emergencies as determined by the Postmaster General, the hours of service of any employee shall not extend over a longer period than twelve consecutive hours, and no employee may be required to work more than twelve hours in one day.*

(d) *To the maximum extent practicable, senior regular employees shall be assigned to a basic workweek Monday through Friday, inclusive, except for those who express a preference for another basic workweek.*

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§ 3573. Compensatory time, overtime, and holidays.

[In emergencies or if the needs of the service require, the Postmaster General may require employees to work more than eight hours in one day, or on Saturdays, Sundays, or holidays. For that service he shall grant employees in the "PFS" Schedule compensatory time or pay them overtime compensation under the following rules:

[(1) Each employee in or below salary level PFS-7 shall be paid for all work in excess of eight hours in one day at the rate of 150 per centum of his hourly basic compensation.

[(2) (A) Each employee in or below salary level PFS-7 who performs work on Saturdays or Sundays shall, under regulations

prescribed by the Postmaster General, be granted compensatory time in an amount equal to the excess time worked within five working days, except that, in lieu of such compensatory time, the Postmaster General may, if the exigencies of the service require, authorize him to be paid, for work performed on Saturdays and Sundays during the month of December, at the rate of 150 per centum of his hourly basic compensation.

[(B) If the work performed by such employees on Saturdays and Sundays is less than eight hours, such service, in the discretion of the Postmaster General may be carried forward and combined with similar service performed on other Saturdays and Sundays. The employees may be allowed compensatory time for combined service or any part thereof at any time, except that, whenever at least eight hours of such service has been accumulated, the employees shall be allowed eight hours compensatory time on one day within five working days next succeeding the Saturday or Sunday on which the total accumulated service was at least eight hours.

[(3) For time worked on a day referred to as a holiday in section 87b of title 5, or on a day designated by Executive order as a holiday for Federal employees generally, each employee in or below salary level PFS-7, under regulations prescribed by the Postmaster General, shall either be granted compensatory time in an amount equal to the time worked within thirty working days, or be paid premium compensation at a rate equal to his hourly basic compensation for the time so worked. For work performed on Christmas Day, premium compensation shall be paid at a rate equal to 150 per centum of the employee's hourly basic compensation.

[(4) Each employee in or above salary level PFS-8 who performs overtime or holiday work as described in this section, under regulations prescribed by the Postmaster General, shall be granted compensatory time in an amount equal to the overtime or holiday work.

[(5) If an employee is entitled under this section to unused compensatory time at the time of his death, the Postmaster General shall pay at the rate prescribed in this section, but not less than a sum equal to the employee's hourly basic compensation, for each hour of such unused compensatory time to the person or persons surviving at the date of such employee's death. Such payment shall be made in the order of precedence prescribed in the first section of the Act of August 3, 1950 (5 U.S.C. 61f), and shall be a bar to recovery by any other person of amounts so paid.]

§ 3573. Compensatory time, overtime, and holidays

(a) *In emergencies or if the needs of the service require, the Postmaster General may require employees to perform overtime work or to work on holidays. Overtime work is any work officially ordered or approved which is performed by—*

(1) *an annual rate regular employee in excess of his regular work schedule,*

(2) *an hourly rate regular employee in excess of eight hours in a day or forty hours in a week, and*

(3) *a substitute employee in excess of forty hours in a week.*

The Postmaster General shall determine the day and week used in computing overtime work.

(b) *For each hour of overtime work the Postmaster General shall compensate an employee in the "PFS" Schedule as follows:*

(1) *He shall pay each employee in or below salary level PFS-7 compensation at the rate of 150 per centum of the hourly rate of basic compensation for his level and step computed by dividing the scheduled annual rate of basic compensation by two thousand and eighty.*

(2) *He shall grant each employee in or above salary level PFS-8 compensatory time equal to the overtime worked, or in his discretion in lieu thereof pay such employee compensation at the rate of 150 per centum of the hourly rate of basic compensation of the employee or of the hourly rate of the basic compensation for the highest step of salary level PFS-7, whichever is the lesser.*

(c) *For officially ordered or approved time worked on a day referred to as a holiday in the Act of December 26, 1941 (55 Stat. 862; 5 U.S.C. §76), or on a day designated by Executive order as a holiday for Federal employees, under regulations prescribed by the Postmaster General, an employee in the PFS schedule shall receive extra compensation, in addition to any other compensation provided for by law, as follows:*

(1) *Each regular employee in or below salary level PFS-7 shall be paid extra compensation at the rate of 100 per centum of the hourly rate of basic compensation for his level and step computed by dividing the scheduled annual rate of basic compensation by two thousand and eighty.*

(2) *Each regular employee in or above salary level PFS-8 shall be granted compensatory time in an amount equal to the time worked worked on such holiday within thirty working days thereafter or, in the discretion of the Postmaster General, in lieu thereof shall be paid extra compensation for the time so worked at the rate of 100 per centum of the hourly rate of basic compensation for his level and step computed by dividing the scheduled annual rate of basic compensation by two thousand and eighty.*

(3) *For work performed on Christmas Day (A) each regular employee shall be paid extra compensation at the rate of 150 per centum of the hourly rate of basic compensation for his level and step, computed by dividing the scheduled annual rate of basic compensation by two thousand and eighty, and (B) each substitute employee shall be paid extra compensation at the rate of 50 per centum of the hourly rate of basic compensation for his level and step.*

(d) *The Postmaster General shall establish conditions for the use of compensatory time earned and the payment of compensation for unused compensatory time.*

(e) *Each regular employee whose regular work schedule includes an eight-hour period of service any part of which is within the period commencing at midnight Saturday and ending at midnight Sunday shall be paid extra compensation at the rate of 25 per centum of his hourly rate of basic compensation for each hour of work performed during that eight-hour period of service.*

(f) *If an employee is entitled under this section to unused compensatory time at the time of his death, the Postmaster General shall pay at the rate prescribed in this section, but not less than a sum equal to the employee's hourly basic compensation, for each hour of such unused compensatory time to the person or persons surviving at the date of such employee's death. Such payment shall be made in the order of precedence prescribed*

in the first section of the Act of August 3, 1950 (5 U.S.C. 61f), and shall be a bar to recovery by any other persons of amounts so paid.

(g) Notwithstanding any provision of this section other than subsection (f), no employee shall be paid overtime or extra compensation for a pay period which when added to his basic compensation for the pay period exceeds one twenty-sixth of the annual rate of basic compensation for the highest step of salary level PFS-17.

(h) For the purposes of this section and section 3571 of this title—

(1) "Annual rate regular employee" means an employee for whom the Postmaster General has established a regular work schedule consisting of five eight-hour days in accordance with section 3571 of this title.

(2) "Hourly rate regular employee" means an employee for whom the Postmaster General has established a regular work schedule consisting of not more than forty hours a week.

(3) "Substitute employee" means an employee for whom the Postmaster General has not established a regular work schedule.

* * * * *

§ 3575. Exemptions

[(a) Sections 3571, 3573, and 3574 of this title do not apply to the heads of regional or district offices and such other employees of the headquarters staff of regional and district offices as the Postmaster General designates, or to postmasters, rural carriers, post office inspectors, traveling mechanics, and traveling examiners of equipment and supplies.

[(b) Sections 3571 and 3573 of this title do not apply to substitute employees and to employees in the Postal Transportation Service and the Motor Vehicle Service assigned to road duty.

[(c) Section 3571 of this title does not apply to employees in post offices of the third class.

[(d) The provisions of section 3573 of this title relating to compensatory time and overtime compensation for work on Saturdays or Sundays do not apply to hourly rate regular employees and to employees in post offices of the third class.]

§ 3575. Exemptions

(a) Sections 3571, 3573 and 3574 of this title do not apply to postmasters, rural carriers, postal inspectors, and employees in salary level PFS-15 and above.

(b) Sections 3571 and 3573 of this title do not apply to employees referred to in section 3581 of this title.

(c) Sections 3571 (a), (b), and (d), and 3573 (e) of this title do not apply to substitute employees.

(d) Section 3571(b) of this title does not apply to hourly rate regular employees.

SECTION 4107 OF TITLE 38, UNITED STATES CODE

§ 4107. Grades and pay scales

(a) [The] Except as provided in section 111(b) of the Federal Salary Adjustment Act of 1965, the per annum full-pay scale or ranges for positions provided in section 4103 of this title, other than Chief Medical Director and Deputy Chief Medical Director, shall be as follows:

SECTION 4103 SCHEDULE

Assistant Chief Medical Director, **[\$24,500]** \$25,382.

Medical Director, **[\$21,445]** \$22,217 minimum to **[\$24,445]** \$25,325 maximum.

Director of Nursing Service, **[\$16,460]** \$17,055 minimum to **[\$21,590]** \$22,365 maximum.

Director of Chaplain Service **[\$16,460]** \$17,055 minimum to **[\$21,590]** \$22,365 maximum.

Chief Pharmacist, **[\$16,460]** \$17,055 minimum to **[\$21,590]** \$22,365 maximum.

Chief Dietitian, **[\$16,460]** \$17,055 minimum to **[\$21,590]** \$22,365 maximum.

(b)(1) The grades and per annum full-pay ranges for positions provided in paragraph (1) of section 4104 of this title shall be as follows:

PHYSICIAN AND DENTIST SCHEDULE

Director grade, **[\$18,935]** \$19,619 minimum to **[\$24,175]** \$25,043 maximum.

Executive grade, **[\$17,655]** \$18,291 minimum to **[\$23,190]** \$24,024 maximum.

Chief grade, **[\$16,460]** \$17,055 minimum to **[\$21,590]** \$22,365 maximum.

Senior grade, **[\$14,170]** \$14,680 minimum to **[\$18,580]** \$19,252 maximum.

Intermediate grade, **[\$12,075]** \$12,510 minimum to **[\$15,855]** \$16,425 maximum.

Full grade, **[\$10,250]** \$10,619 minimum to **[\$13,455]** \$13,931 maximum.

Associate grade, **[\$8,650]** \$8,961 minimum to **[\$11,305]** \$11,715 maximum.

NURSE SCHEDULE

Assistant Director grade, **[\$14,170]** \$14,680 minimum to **[\$18,580]** \$19,252 maximum.

Chief grade, **[\$12,075]** \$12,510 minimum to **[\$15,855]** \$16,425 maximum.

Senator grade, **[\$10,250]** \$10,619 minimum to **[\$13,445]** \$13,931 maximum.

Intermediate grade, **[\$8,650]** \$8,961 minimum to **[\$11,305]** \$11,715 maximum.

Full grade, **[\$7,220]** \$7,479 minimum to **[\$9,425]** \$9,765 maximum.

Associate grade, **[\$6,315]** \$6,540 minimum to **[\$8,205]** \$8,502 maximum.

Junior grade, **[\$5,505]** \$5,702 minimum to **[\$7,170]** \$7,430 maximum.

(2) No person may hold the director grade unless he is serving as a director of a hospital, domiciliary, center, or outpatient clinic (independent). No person may hold the executive grade unless he holds the position of chief of staff at a hospital, center, or outpatient clinic (independent), or the position of clinic director at an outpatient clinic, or comparable position.

SECTIONS 412 AND 415(a) OF THE FOREIGN SERVICE ACT OF 1946 (22 U.S.C. 867 AND 870(a))

FOREIGN SERVICE OFFICERS

SEC. 412. There shall be ten classes of Foreign Service officers, including the classes of career ambassador and of career minister. The per annum salary of a career ambassador shall be at the rate provided by law for level IV of the Federal Executive Salary Schedule. The per annum salary of a career minister shall be at the rate provided by law for level V of such schedule. [The per annum salaries of Foreign Service officers within each of the other classes shall be as follows:

Class 1-----	\$22, 650	\$23, 440	\$24, 500				
Class 2-----	18, 295	18, 930	19, 565	\$20, 200	\$20, 835	\$21, 470	\$22, 105
Class 3-----	14, 860	15, 375	15, 890	16, 405	16, 920	17, 435	17, 950
Class 4-----	12, 075	12, 495	12, 915	13, 335	13, 755	14, 175	14, 595
Class 5-----	9, 945	10, 290	10, 635	10, 980	11, 325	11, 670	12, 015
Class 6-----	8, 295	8, 580	8, 865	9, 150	9, 435	9, 720	10, 005
Class 7-----	7, 010	7, 245	7, 480	7, 715	7, 950	8, 185	8, 420
Class 8-----	6, 050	6, 250	6, 450	6, 650	6, 850	7, 050	7, 250

The per annum salaries of Foreign Service officers within each of the other classes shall be as follows:

Class 1-----	\$23, 465	\$24, 284	\$25, 382				
Class 2-----	18, 954	19, 612	20, 270	\$20, 928	\$21, 586	\$22, 244	\$22, 902
Class 3-----	16, 395	16, 929	16, 463	16, 997	17, 531	18, 065	18, 599
Class 4-----	12, 510	12, 945	13, 380	13, 815	14, 250	14, 685	15, 120
Class 5-----	10, 303	10, 661	11, 019	11, 377	11, 735	12, 093	12, 451
Class 6-----	8, 594	8, 889	9, 184	9, 479	9, 774	10, 069	10, 364
Class 7-----	7, 262	7, 506	7, 750	7, 994	8, 238	8, 482	8, 726
Class 8-----	6, 269	6, 476	6, 683	6, 890	7, 097	7, 304	7, 511

* * * * *

FOREIGN SERVICE STAFF OFFICERS AND EMPLOYEES

SEC. 415. (a) There shall be ten classes of Foreign Service staff officers and employees, referred to hereafter as staff officers and employees. [The per annum salaries of such staff officers and employees within each class shall be as follows:

Class 1-----	\$14, 860	\$15, 375	\$15, 890	\$16, 405	\$16, 920	\$17, 435	\$17, 950	\$18, 465	\$18, 980	\$19, 495
Class 2-----	12, 075	12, 495	12, 915	13, 335	13, 755	14, 175	14, 595	15, 015	15, 435	15, 855
Class 3-----	9, 945	10, 290	10, 635	10, 980	11, 325	11, 670	12, 015	12, 360	12, 705	13, 050
Class 4-----	8, 295	8, 580	8, 865	9, 150	9, 435	9, 720	10, 005	10, 290	10, 575	10, 860
Class 5-----	7, 480	7, 735	7, 990	8, 245	8, 500	8, 755	9, 010	9, 265	9, 520	9, 775
Class 6-----	6, 755	6, 980	7, 205	7, 430	7, 655	7, 880	8, 105	8, 330	8, 555	8, 780
Class 7-----	6, 205	6, 410	6, 615	6, 820	7, 025	7, 230	7, 435	7, 640	7, 845	8, 050
Class 8-----	5, 490	5, 675	5, 860	6, 045	6, 230	6, 415	6, 600	6, 785	6, 970	7, 155
Class 9-----	5, 010	5, 175	5, 340	5, 505	5, 670	5, 835	6, 000	6, 165	6, 330	6, 495
Class 10-----	4, 480	4, 630	4, 780	4, 930	5, 080	5, 230	5, 380	5, 530	5, 680	5, 830

The per annum salaries of such staff officers and employees within each class shall be as follows:

Class 1-----	\$15,396	\$15,929	\$16,463	\$16,997	\$17,531	\$18,065	\$18,599	\$19,133	\$19,667	\$20,201
Class 2-----	12,510	12,945	13,380	13,815	14,250	14,685	15,120	15,555	15,990	16,425
Class 3-----	10,303	10,661	11,019	11,377	11,735	12,093	12,451	12,809	13,167	13,525
Class 4-----	8,594	8,889	9,184	9,479	9,774	10,069	10,364	10,659	10,954	11,249
Class 5-----	7,749	8,013	8,277	8,541	8,805	9,069	9,333	9,597	9,861	10,125
Class 6-----	6,998	7,231	7,464	7,697	7,930	8,163	8,396	8,629	8,862	9,095
Class 7-----	6,428	6,640	6,852	7,064	7,276	7,488	7,700	7,912	8,124	8,336
Class 8-----	5,688	5,880	6,072	6,264	6,456	6,648	6,840	7,032	7,224	7,416
Class 9-----	5,190	5,361	5,532	5,703	5,874	6,045	6,216	6,387	6,558	6,729
Class 10-----	4,641	4,797	4,953	5,109	5,265	5,421	5,577	5,733	5,889	6,045

SECTION 601(a) OF THE LEGISLATIVE REORGANIZATION ACT OF 1946 (2 U.S.C. 31)

(a) The compensation of Senators, Representatives in Congress, and the Resident Commissioner from Puerto Rico shall be at the rate of \$30,000 per annum [each; and the] *each*. The compensation of the Speaker of the House of Representatives shall be at the rate of \$43,000 per annum. *The compensation of the Majority Leader and the Minority Leader of the Senate and the Majority Leader and the Minority Leader of the House of Representatives shall be at the rate of \$35,000 per annum each.*

THE FEDERAL EMPLOYEES UNIFORM ALLOWANCE ACT (TITLE IV OF THE ACT OF SEPTEMBER 1, 1954; PUBLIC LAW 763, EIGHTY-THIRD CONGRESS; 5 U.S.C. 2131-2133)

TITLE IV—UNIFORM ALLOWANCES

SEC. 401. This title may be cited as the "Federal Employees Uniform Allowance Act".

SEC. 402. There is hereby authorized to be appropriated annually to each agency of the Government of the United States or of the District of Columbia (including Government-owned corporations), upon showing of the necessity or desirability thereof, an amount not to exceed **[\$100]** \$125 multiplied by the number of the employees of such agency who are required by regulation or by law to wear a prescribed uniform in the performance of his or her official duties and who are not being furnished with such uniform. The head of any agency to which any such appropriation is made shall, out of funds made available by such appropriation, (1) furnish to each such employee such uniform at a cost not to exceed **[\$100]** \$125 per annum, or (2) pay to each such employee an allowance for defraying the expenses of acquisition of such uniform at such times and in such amounts, not to exceed **[\$100]** \$125 per annum, as may be prescribed in accordance with rules and regulations promulgated pursuant to section 404. Where the furnishing of a uniform or the payment of a uniform allowance is authorized under any other provision of law or regulation existing on the date of enactment of this Act, the head of the agency may in his discretion continue the furnishing of such uniform or the payment of such allowance under such law or regulation, but where a uniform is furnished or allowance paid under any such

law or regulation no uniform shall be furnished or allowance paid under this section.

SEC. 403. Allowances paid under this title shall not be considered as pay, salary, or compensation within the meaning of the Civil Service Retirement Act of May 29, 1930, as amended, or as wages within the meaning of section 209 of the Social Security Act, as amended, or chapters 21 and 24 of the Internal Revenue Code of 1954.

SEC. 404. The Director of the Bureau of the Budget is authorized and directed to promulgate such rules and regulations as may be necessary to provide for the uniform administration of this title.

**PARAGRAPH UNDER HEADING "SENATE" IN LEGISLATIVE
APPROPRIATION ACT, 1956, AS AMENDED (74 STAT. 304;
PUBLIC LAW 86-568)**

No officer or employee whose compensation is disbursed by the Secretary of the Senate shall be paid basic compensation at a rate in excess of **[\$22,945]** \$23,770 per annum, unless expressly authorized by law.

INDIVIDUAL VIEWS OF MR. FONG

In 1962, as a member of the Senate Post Office and Civil Service Committee, I fully supported writing into law for the first time in Federal employee salary history the principle of equal pay for substantially equal work. That principle, contained in section 501 of Public Law 87-793 states:

Federal salary rates shall be comparable with private enterprise salary rates for the same levels of work.

Federal employees have since experienced two pay increases but their salaries continue to lag behind those paid their counterparts in private industry. Official Government surveys and Federal employee organization statistics indicate that this disparity goes as high as 11 percent in some pay grades. This evidence fully justifies an increase substantially above the 3 percent recommended in the President's pay message to the Congress dated May 12, 1965.

On September 30, 1965, the House of Representatives passed a bill giving an across-the-board 4-percent increase to Federal statutory-salaried employees. Admittedly, even this 4 percent was only a stopgap measure in the goal for full comparability. Although a greater increase than 4 percent was justified, the realities of our legislative process dictated that the House-passed version of H.R. 10281 was the best Congress was going to do in 1965. I stated that I would fully support the House-passed bill.

Since that time it has been reliably reported that Congress must accept a 3.6-percent across-the-board increase for statutory-salaried Federal employees or risk a Presidential veto. Facing this choice of 3.6 percent or nothing I reluctantly support the action of the Senate Post Office and Civil Service Committee in reporting out its version of H.R. 10281.

However, I reserve the right to support a higher increase on the floor of the Senate which I believe is more in accord with the evidence presented and section 501 of Public Law 87-793.

HIRAM L. FONG.

INDIVIDUAL VIEWS OF MR. SIMPSON

I believe Government employees, both classified and post office, should receive wages as near as possible to those earned by persons working at comparable tasks in private industry. Both the House and Senate committees have compiled a great deal of evidence that indicates there is a real need for a substantial pay raise to obtain this objective. I believe that H.R. 10281, as passed by the House of Representatives, which granted Federal employees a 4-percent increase, across the board, was a good bill and with a few minor changes was prepared to support it and did support it in the committee. I plan to support, on the Senate floor, an amendment increasing the pay raise to the 4-percent level adopted by the House of Representatives.

In 1962 this committee adopted and the Congress passed legislation establishing the principle of comparability for salaries of Federal employees.

In each succeeding year in which a salary bill has been enacted, this committee has been working toward full comparability for our Federal employees.

The bill that is now reported by this committee does not bring about this desired comparability in pay.

In March of this year, President Johnson, in a letter to Speaker of the House John McCormack, said:

It is false economy to offer salaries that will attract the mediocre but repel the talented. * * * I need your help in my program to get a dollar's worth of value for every dollar's worth of pay * * * and the dollars paid to attract brains and ability to the Federal service will come back to the American people many times over in more economical and effective government.

I support that statement fully and am sorry that the President is not willing to back it up.

The committee was forced by the threat of a Presidential veto to report a bill that doesn't begin to come close to enabling Federal employees to keep pace with their counterparts in private industry.

I resent the Presidential coercion that was used in the considerations of this needed pay raise bill.

The White House laid down the terms and we were told to take them or face a veto. I refuse to yield to such pressures. I believe our civil servants and postal employees deserve comparable pay and I will continue to work for it.

Our Federal employees, both in the classified service and in the postal service, are the backbone of our Government. Their talents, their dedication, their devotion to duty are responsible for bringing sound administration and effectiveness to the myriad of Government programs that aid our people.

They deserve more than they are getting in this bill and I intend to do all in my power to get early consideration of another pay bill next session that will carry out the principle of comparability enunciated time and time again by this committee and subscribed to by this administration.

MILWARD L. SIMPSON.

MINORITY VIEWS OF MESSRS. HARTKE AND SIMPSON

We contend that the Federal employees are entitled to a 4 percent across-the-board pay increase. We disagree with the majority of the Senate Post Office and Civil Service Committee members' decision to lower the House approved by a vote of 370 to 7 increase of 4 percent to 3.6 percent for the following reasons:

1. The majority action denies comparability to Federal employees.
2. The majority action violates public policy as declared in the Federal Salary Act of 1962.
3. The wage-price guidelines argument does not apply.
4. The difference in cost between a 4-percent and 3.6-percent raise is only \$56.8 million.
5. The Congress raised the military pay an average of 10.7 percent.

6. A 4-percent increase would not be inflationary.

7. This Congress has demonstrated fiscal responsibility by cutting \$1,900 million from the administration budget requests.

The decision by the majority of the Post Office and Civil Service Committee violates the public policy of the United States as set forth by the Congress.

In the Federal Salary Act of 1962, the Congress clearly wrote the policy of pay comparability of Federal employees to those in private business and industry. The decision reached by the Post Office and Civil Service Committee breaks faith with that commitment, written by Congress and endorsed by two Presidents. Likewise, it breaks faith with the employees who were asked to believe in what we have said.

On May 12, 1965, President Johnson reaffirmed this principle in these words:

We do not have two standards of what makes a good employer in the United States: One standard for private enterprise and another for the Government. A double standard which puts the Government employee at a comparative disadvantage is shortsighted. In the long run, it costs more.

The words of Congress in the Salary Act of 1962 are:

Federal salary rates shall be comparable with those paid by private enterprise for the same levels of work.

The 3.6-percent increase approved by the committee brings comparability to the pay of grades 1 through 6 as compared to early 1964 levels of private enterprise, the latest available figures. The scale approved by the committee falls 7 to 15 percent short of reaching comparability for grade 7 and above.

Since early 1964 many key industries have negotiated increases, some of them reached with Government suggestions. It is, thus, a

fact that Government employees are farther from comparability today than they were in early 1964.

We of the minority have attempted to substitute the pay scale approved by the House of Representatives with but seven dissenting votes. That pay scale, contained in H.R. 10281, provides an average increase of 4 percent.

The difference in annual cost between the House-approved bill and that endorsed by the majority of the committee is \$56,800,000. Congress this year has prudently cut a net of \$1,900 million from the administration budget, a cut roughly 33 times the difference between the 3.6-percent and the 4-percent raises.

There are two reasons generally given by the majority of the committee in opposing the House bill calling for the 4-percent average annual increase:

1. That such an increase violates the wage-price guidelines set in the President's economic message of last January.
2. That the President might veto a bill calling for an average of 4-percent increase.

The guidelines are clearly not applicable in this matter any more than they were in the military pay bill approved overwhelmingly by this Congress this year. Recognizing that the pay of our armed services was drastically too low, Congress this year passed a pay measure which gave military men and women an average increase of 10.7 percent. The increase voted by Congress over the administration's request in military pay raises is \$544 million.

President Johnson himself thus realized that inequities in pay must be corrected. Committed as he is to this doctrine in his economic message as well as to the principle of comparability, President Johnson would not veto a measure calling for an average civilian increase of 4 percent.

To believe this, would be to believe that he would also veto a bill raising wages 3.6 percent.

VANCE HARTKE.
MILWARD L. SIMPSON.

MINORITY VIEWS

The undersigned minority members of the Senate Post Office and Civil Service Committee have sincere reservations with respect to H.R. 10281 as reported to the Senate. We believe that H.R. 10281 as passed by the House granting Federal employees a 4 percent increase was a better bill and the fact that only seven Members of the House failed to support it proves this point. We support 4 percent and were prepared to vote for it in the committee and on the floor.

In 1962 this committee approved and the Congress passed legislation establishing the principle of comparability for salaries of Federal employees. H.R. 10281 as reported by the Senate Post Office and Civil Service Committee does not nearly reach comparability.

In each succeeding year in which a salary bill has been enacted, this committee has been working toward full comparability for our Federal employees.

The bill that is now reported by this committee is a step backward on that principle.

Before the House subcommittee in June, Mr. Macy, Chairman of the Civil Service Commission, testified that, based on the latest BLS survey findings for 1964, Federal employees in the lower grades were 1 year behind comparability; the middle grades, 2 years; and the upper grades, 3 years. In percentage figures that means approximately 3½, 8.9, and 10 percent.

This bill increases Federal salaries by only 3.6 percent which is inadequate to keep and attract talented and qualified Federal employees.

In March of 1964, President Johnson, in a letter to Speaker of the House John McCormack, said:

It is false economy to offer salaries that will attract the mediocre but repel the talented * * * I need your help in my program to get a dollar's worth of value for every dollar's worth of pay * * * and the dollars paid to attract brains and ability to the Federal service will come back to the American people many times over in more economical and effective government.

We agree.

Then why are we now forced by the threat of a Presidential veto to report a bill that doesn't begin to come close to enabling Federal employees to keep pace with their counterparts in private industry?

Our Federal employees, both in the classified service and in the postal service, are the backbone of our Government. Their talents, their dedication, their devotion to duty are responsible for bringing sound administration and effectiveness to the myriad of Government programs that serve our people.

We highly commend the leaders of the various Government employee groups in their efforts to furnish the committee reasonable

statistics and information to be used in drafting a good bill. They deserve more than they are getting in this bill.

In H.R. 10281 as reported to the Senate the overtime benefits for the classified employees as passed by the House of Representatives were deleted, and the junior-senior adjustment benefits were deleted. These adjustment benefits merely provided that a junior employee, in the postal field service would not draw more pay than his senior supervisor. We believe it was wrong to delete this overtime and the junior-senior adjustment benefits. We hope that in conference, the House conferees will insist on the House version.

We as a minority reserve the right to offer amendments on the floor of the Senate, and to vote for changes in the reported bill. We fully realize the bill had to be reported in order for the Federal employees to get anything.

(Signed) FRANK CARLSON.
HIRAM L. FONG.
J. CALEB BOGGS.
MILWARD L. SIMPSON.

○

89TH CONGRESS
1ST SESSION

[Report No. 910]

OCTOBER 1, 1965

OCTOBER 18, 1965

[Strike out all after the enacting clause and insert the part printed in italic]

To adjust the rates of basic compensation of certain officers and employees in the Federal Government, to establish the Federal Salary Review Commission, and for other purposes.

5 TITLE I

6 SHORT TITLE

7 SECTION 101. This title may be cited as the “Federal
8 Salary Adjustment Act of 1965”.

1 EMPLOYEES SUBJECT TO CLASSIFICATION ACT OF 1949

2 SEC. 102. ~~(a)~~ Section 603 ~~(b)~~ of the Classification Act
 3 of 1949, as amended ~~(78 Stat. 400; 5 U.S.C. 1113(b))~~, is
 4 amended to read as follows:

5 “~~(b)~~ Except as provided in section 111 ~~(b)~~ of the Fed-
 6 eral Salary Adjustment Act of 1965, the compensation
 7 schedule for the General Schedule shall be as follows:

“Grade	Per annum rates and steps									
	1	2	3	4	5	6	7	8	9	10
GS-1.....	\$3,520	\$3,640	\$3,760	\$3,880	\$4,000	\$4,120	\$4,240	\$4,360	\$4,480	\$4,600
GS-2.....	3,827	3,957	4,087	4,217	4,347	4,477	4,607	4,737	4,867	4,997
GS-3.....	4,165	4,305	4,445	4,585	4,725	4,865	5,005	5,145	5,285	5,425
GS-4.....	4,659	4,815	4,971	5,127	5,283	5,439	5,595	5,751	5,907	6,063
GS-5.....	5,200	5,372	5,544	5,716	5,888	6,060	6,232	6,404	6,576	6,748
GS-6.....	5,725	5,917	6,109	6,301	6,493	6,685	6,877	7,069	7,261	7,453
GS-7.....	6,292	6,500	6,708	6,916	7,124	7,332	7,540	7,748	7,956	8,164
GS-8.....	6,895	7,124	7,353	7,582	7,811	8,040	8,269	8,498	8,727	8,956
GS-9.....	7,509	7,764	8,019	8,274	8,529	8,784	9,039	9,294	9,549	9,804
GS-10.....	8,216	8,497	8,778	9,059	9,340	9,621	9,902	10,183	10,464	10,745
GS-11.....	8,996	9,303	9,610	9,917	10,224	10,531	10,838	11,145	11,452	11,759
GS-12.....	10,660	11,029	11,398	11,767	12,136	12,505	12,874	13,243	13,612	13,981
GS-13.....	12,558	12,995	13,432	13,869	14,306	14,743	15,180	15,617	16,054	16,491
GS-14.....	14,737	15,247	15,757	16,267	16,777	17,287	17,797	18,307	18,817	19,327
GS-15.....	17,118	17,711	18,304	18,897	19,490	20,083	20,676	21,269	21,862	22,455
GS-16.....	19,692	20,373	21,054	21,735	22,416	23,097	23,778	24,459	25,140	-----
GS-17.....	22,303	23,083	23,863	24,643	25,423	-----	-----	-----	-----	-----
GS-18.....	25,480	-----	-----	-----	-----	-----	-----	-----	-----	-----”.

8 ~~(b)~~ Except as provided in section 504 ~~(d)~~ of the Fed-
 9 eral Salary Reform Act of 1962 ~~(78 Stat. 412; 5 U.S.C.~~
 10 ~~1173(d))~~, the rates of basic compensation of officers and
 11 employees to whom the compensation schedule sets forth in
 12 subsection ~~(a)~~ of this section applies shall be initially ad-
 13 justed as of the effective date of this section, as follows:

14 ~~(1)~~ If the officer or employee is receiving basic
 15 compensation immediately prior to the effective date of
 16 this section at one of the rates of a grade in the General
 17 Schedule of the Classification Act of 1949, as amended,

1 he shall receive a rate of basic compensation at the cor-
2 responding rate in effect on and after such date.

3 ~~(2)~~ If the officer or employee is receiving basic
4 compensation immediately prior to the effective date of
5 this section at a rate between two rates of a grade in
6 the General Schedule of the Classification Act of 1949,
7 as amended, he shall receive a rate of basic compensa-
8 tion at the higher of the two corresponding rates in
9 effect on and after such date.

10 ~~(3)~~ If the officer or employee is receiving basic
11 compensation immediately prior to the effective date of
12 this section at a rate in excess of the maximum rate for
13 his grade, he shall receive ~~(A)~~ the maximum rate for
14 his grade in the new schedule, or ~~(B)~~ his existing rate
15 of basic compensation if such existing rate is higher.

16 ~~(4)~~ If the officer or employee, immediately prior to
17 the effective date of this section, is receiving, pursuant
18 to section ~~2(b)(4)~~ of the Federal Employees Salary
19 Increase Act of 1955, an existing aggregate rate of
20 compensation determined under section ~~208(b)~~ of the
21 Act of September 1, 1954 (68 Stat. 1111), plus sub-
22 sequent increases authorized by law, he shall receive an
23 aggregate rate of compensation equal to the sum of his

1 existing aggregate rate of compensation; on the day
2 preceding the effective date of this section; plus the
3 amount of increase made by this section in the maximum
4 rate of his grade; until ~~(i)~~ he leaves his position; or ~~(ii)~~
5 he is entitled to receive aggregate compensation at a
6 higher rate by reason of the operation of this Act or any
7 other provision of law; but, when such position becomes
8 vacant, the aggregate rate of compensation of any subse-
9 quent appointee thereto shall be fixed in accordance with
10 applicable provisions of law. Subject to clauses ~~(i)~~
11 and ~~(ii)~~ of the immediately preceding sentence of this
12 paragraph, the amount of the increase provided by this
13 section shall be held and considered for the purposes of
14 section ~~208(b)~~ of the Act of September 1, 1954, to
15 constitute a part of the existing rate of compensation of
16 the employee.

17 REDETERMINATIONS OF ACCEPTABLE LEVELS OF
18 COMPETENCE

19 SEC. 103. Section 701 of the Classification Act of 1949,
20 as amended (~~5 U.S.C. 1121~~), is amended by adding the
21 following new subsection at the end thereof:

22 “~~(e)~~ Whenever a determination is made under sub-
23 section ~~(a)~~ of this section that the work of an officer or
24 employee is not of an acceptable level of competence, he
25 shall promptly be given written notice of the determination

1 and an opportunity to secure a reconsideration of the deter-
2 mination within his department, under fair and equitable
3 procedures which shall be established by the Commission. If
4 the reconsideration results in a determination that the work
5 of such officer or employee had been of an acceptable level
6 of competence, the new determination shall supersede the
7 earlier determination and shall be deemed to have been made
8 as of the date of the earlier determination. If the earlier
9 determination is affirmed by his department, the employee
10 shall have the right of appeal to the Commission. The Com-
11 mission shall review such number of reconsideration de-
12 cisions of the departments to enable the Commission to de-
13 termine whether they are being made in a fair and equitable
14 manner.”

15 OVERTIME COMPENSATION

16 SEC. 104. (a) Sections 201 and 202 of the Federal
17 Employees Pay Act of 1945, as amended (68 Stat. 1109;
18 5 U.S.C. 911 and 912), and each amended by striking out
19 “grade GS-9” and inserting in lieu thereof “grade GS-10”.

20 (b) Section 201 of the Federal Employees Pay Act of
21 1945, as amended (68 Stat. 1109; 5 U.S.C. 911), is
22 amended by striking out “All hours of work officially ordered
23 or approved in excess of forty hours in any administrative
24 workweek” and inserting in lieu thereof “All hours of work

1 officially ordered or approved in excess of eight hours per
2 day or in excess of forty hours in any administrative work-
3 week”.

4 ~~(c)~~ Section 204 of the Federal Employees Pay Act of
5 1945, as amended (68 Stat. 1110; 5 U.S.C. 912b), is
6 amended by adding at the end thereof the following sen-
7 tence: “To the maximum extent practicable, the head of
8 any department, independent establishment, or agency, in-
9 cluding Government-owned or controlled corporations, or of
10 the municipal government of the District of Columbia, or the
11 head of any legislative or judicial agency to which this title
12 applies, shall schedule the time to be spent by an officer or
13 employee in a travel status away from his official duty sta-
14 tion within the regularly scheduled workweek of such officer
15 or employee.”.

16 POSTAL FIELD SERVICE EMPLOYEES

17 SEC. 105. ~~(a)~~ Section 3542(a) of title 39, United
18 States Code, is amended to read as follows:

19 “~~(a)~~ There is established a basic compensation schedule
20 for positions in the postal field service which shall be known
21 as the Postal Field Service Schedule and for which the
22 symbol shall be ‘PFS’. Except as provided in section 111
23 ~~(b)~~ of the Federal Salary Adjustment Act of 1965 and in
24 sections 3543 and 3544 of this title, basic compensation shall
25 be paid to all employees in accordance with such schedule.

1

"POSTAL FIELD SERVICE SCHEDULE

"PFS	Per annum rates and steps											
	1	2	3	4	5	6	7	8	9	10	11	12
1-----	\$4,103	\$4,238	\$4,373	\$4,508	\$4,643	\$4,778	\$4,913	\$5,048	\$5,183	\$5,318	\$5,453	\$5,588
2-----	4,441	4,587	4,733	4,879	5,025	5,171	5,317	5,463	5,609	5,755	5,901	6,047
3-----	4,800	4,961	5,122	5,283	5,444	5,605	5,766	5,927	6,088	6,249	6,410	6,571
4-----	5,200	5,372	5,544	5,716	5,888	6,060	6,232	6,404	6,576	6,748	6,920	7,092
5-----	5,559	5,746	5,933	6,120	6,307	6,494	6,681	6,868	7,055	7,242	7,429	7,616
6-----	5,964	6,162	6,360	6,558	6,756	6,954	7,152	7,350	7,548	7,746	7,944	8,142
7-----	6,386	6,599	6,812	7,025	7,238	7,451	7,664	7,877	8,090	8,303	8,516	-----
8-----	6,916	7,145	7,374	7,603	7,832	8,061	8,290	8,519	8,748	8,977	-----	-----
9-----	7,478	7,728	7,978	8,228	8,478	8,728	8,978	9,228	9,478	9,728	-----	-----
10-----	8,143	8,419	8,695	8,971	9,247	9,523	9,799	10,075	10,351	10,627	-----	-----
11-----	8,996	9,303	9,610	9,917	10,224	10,531	10,838	11,145	11,452	11,759	-----	-----
12-----	9,953	10,291	10,629	10,967	11,305	11,643	11,981	12,319	12,657	12,995	-----	-----
13-----	10,998	11,378	11,758	12,138	12,518	12,898	13,278	13,658	14,038	14,418	-----	-----
14-----	12,126	12,547	12,968	13,389	13,810	14,231	14,652	15,073	15,494	15,915	-----	-----
15-----	13,400	13,863	14,326	14,789	15,252	15,715	16,178	16,641	17,104	17,567	-----	-----
16-----	14,810	15,325	15,840	16,355	16,870	17,385	17,900	18,415	18,930	19,445	-----	-----
17-----	16,385	16,957	17,529	18,101	18,673	19,245	19,817	20,389	20,961	21,533	-----	-----
18-----	18,148	18,782	19,416	20,050	20,684	21,318	21,952	22,586	23,220	23,854	-----	-----
19-----	20,119	20,821	21,523	22,225	22,927	23,629	24,331	25,033	-----	-----	-----	-----
20-----	22,303	23,083	23,863	24,643	25,423	-----	-----	-----	-----	-----	-----	-----

2 (b) Section 3543(a) of title 39, United States Code,
3 is amended to read as follows:

4 "(a) There is established a basic compensation sched-
5 ule which shall be known as the Rural Carrier Schedule and
6 for which the symbol shall be 'RCS'. Except as provided
7 in section 111(b) of the Federal Salary Adjustment Act of
8 1965, compensation shall be paid to rural carriers in accord-
9 ance with this schedule.

10

"RURAL CARRIER SCHEDULE

	"Per annum rates and steps											
	1	2	3	4	5	6	7	8	9	10	11	12
Carrier in rural delivery service: Fixed compensation per annum-----	\$2,320	\$2,432	\$2,544	\$2,656	\$2,768	\$2,880	\$2,992	\$3,104	\$3,216	\$3,328	\$3,440	\$3,552
Compensation per mile per annum for each mile up to 30 miles of route-----	86	88	90	92	94	96	98	100	102	104	106	108
For each mile of route over 30 miles-----	25	25	25	25	25	25	25	25	25	25	25	25".

11 (c) Section 3544(a) of title 39, United States Code;
12 is amended to read as follows:

13 "(a) There is established a basic compensation schedule

1 which shall be known as the Fourth Class Office Schedule
 2 and for which the symbol shall be 'FOS', for postmasters
 3 in post offices of the fourth class which is based on the
 4 revenue units of the post office for the preceding fiscal year.
 5 Except as provided in section 111(b) of the Federal Salary
 6 Adjustment Act of 1965, basic compensation shall be paid
 7 to postmasters in post offices of the fourth class in accord-
 8 ance with this schedule.

9 "FOURTH CLASS OFFICE SCHEDULE

"Revenue units	Per annum rates and steps											
	1	2	3	4	5	6	7	8	9	10	11	12
30 but less than 36.....	\$3,920	\$4,050	\$4,180	\$4,310	\$4,440	\$4,570	\$4,700	\$4,830	\$4,960	\$5,090	\$5,220	\$5,350
24 but less than 30.....	3,624	3,744	3,864	3,984	4,104	4,224	4,344	4,464	4,584	4,704	4,824	4,944
18 but less than 24.....	2,992	3,093	3,194	3,295	3,396	3,497	3,598	3,699	3,800	3,901	4,002	4,103
12 but less than 18.....	2,348	2,424	2,500	2,576	2,652	2,728	2,804	2,880	2,956	3,032	3,108	3,184
6 but less than 12.....	1,693	1,747	1,801	1,855	1,909	1,963	2,017	2,071	2,125	2,179	2,233	2,287
Less than 6.....	1,366	1,410	1,454	1,498	1,542	1,586	1,63	1,674	1,718	1,762	1,806	1,850".

10 (d) The basic compensation of each employee subject
 11 to the Postal Field Service Schedule, the Rural Carrier
 12 Schedule, or the Fourth Class Office Schedule immediately
 13 prior to the effective date of this section shall be determined
 14 as follows:

15 (1) Each employee shall be assigned to the same
 16 numerical step for his position which he had attained
 17 immediately prior to such effective date. If changes
 18 in levels or steps would otherwise occur on such effective
 19 date without regard to enactment of this title, such
 20 changes shall be deemed to have occurred prior to con-
 21 version.

~~(2)~~ If the existing basic compensation is greater than the rate to which the employee is converted under paragraph ~~(1)~~ of this subsection, the employee shall be placed in the lowest step which exceeds his basic compensation. If the existing basic compensation exceeds the maximum step of his position, his existing basic compensation shall be established as his basic compensation.

POSTAL SENIORITY SALARY ADJUSTMENTS

SEC. 106. Section 3552(d) of title 39, United States Code, is amended to read as follows:

~~“(d)~~ Notwithstanding any other provision of this section, the Postmaster General shall advance any employee in the postal field service who—

~~“(1)~~ was promoted to a higher level between July 9, 1960, and October 13, 1962; and

~~“(2)~~ is senior with respect to total postal service to an employee in the same post office promoted to the same level on or after October 13, 1962, and is in a step in the same level below the step of the junior employee.

Such advancement by the Postmaster General shall be to the highest step which is held by any such junior employee. Any increase under the provisions of this subsection shall not constitute an equivalent increase and credit earned prior to

1 adjustment under this subsection for advancement to the
2 next step shall be retained.”

3 POSTAL SERVICE OVERTIME AND HOLIDAY COMPENSATION

4 SEC. 107. (a) Section 3571 of title 39, United States
5 Code, is amended to read as follows:

6 “§ 3571. Maximum hours of work

7 “Employees may not be required to work more than
8 twelve hours a day except for emergencies as determined by
9 the Postmaster General. The work schedule of an annual
10 rate or hourly rate regular employee shall be regulated so
11 that the eight hours of scheduled service does not extend
12 over a longer period than ten consecutive hours. The work
13 span of any other employee shall not extend over a longer
14 period than twelve consecutive hours. A basic workweek is
15 established for all postal field service employees, consisting
16 of five eight-hour days excluding Saturday and Sunday. To
17 provide service on days other than those included in the basic
18 workweek, the Postmaster General (1) shall establish work
19 schedules in advance for annual rate regular employees con-
20 sisting of five eight-hour days in each week and (2) may
21 assign substitute employees to duty on days in addition to
22 the days included in the basic workweek. To the maxi-
23 mum extent possible, senior annual rate regular employees
24 shall be assigned to the basic workweek, except for any such

1 senior annual rate regular employee who expresses a prefer-
 2 ence for a workweek other than the basic workweek.”

3 ~~(b)~~ Section 3573 of title 39, United States Code, is
 4 amended to read as follows:

5 **“§ 3573. Compensatory time, overtime, and holidays**

6 ~~“(a)~~ In emergencies or if the needs of the service re-
 7 quire, the Postmaster General may require employees to per-
 8 form overtime work or to work on holidays. Overtime work
 9 is any work officially ordered or approved which is per-
 10 formed by—

11 ~~“(1)~~ an annual rate regular employee in excess of
 12 his regular work schedule or on a Sunday;

13 ~~“(2)~~ an hourly rate regular employee ~~(A)~~ in excess
 14 of eight hours in a day, ~~(B)~~ in excess of forty hours in
 15 a week, or ~~(C)~~ on a Sunday; and

16 ~~“(3)~~ a substitute employee ~~(A)~~ in excess of eight
 17 hours a day or ~~(B)~~ in excess of forty hours a week.

18 ~~“(b)~~ For each hour of overtime work, an employee in
 19 the PFS schedule shall be compensated as follows:

20 ~~“(1)~~ Each employee in or below salary level PFS-
 21 10 shall be paid at the rate of 150 per centum of the
 22 hourly rate of basic compensation for his level and step
 23 computed by dividing the scheduled annual rate of basic
 24 compensation by 2,080.

1 ~~“(2) Each employee in or above salary level PFS-~~
 2 ~~11 shall be granted compensatory time equal to the over-~~
 3 ~~time work or, in the discretion of the Postmaster Gen-~~
 4 ~~eral, in lieu thereof shall be paid at the rate of 150 per~~
 5 ~~centum of the hourly rate of basic compensation of the~~
 6 ~~employee or of the hourly rate of the basic compensation~~
 7 ~~for the highest step rate of salary level PFS-10, which-~~
 8 ~~ever is the lesser.~~

9 ~~“(c) For officially ordered or approved time worked on~~
 10 ~~a day referred to as a holiday in the Act of December 26,~~
 11 ~~1941 (55 Stat. 862; 5 U.S.C. 87b); or on a day designated~~
 12 ~~by Executive order as a holiday for Federal employees, under~~
 13 ~~regulations prescribed by the Postmaster General, an em-~~
 14 ~~ployee in the PFS schedule shall receive extra compensation,~~
 15 ~~in addition to any other compensation provided for by law,~~
 16 ~~as follows:~~

17 ~~“(1) Each annual rate regular employee in or be-~~
 18 ~~low salary level PFS-10 shall be paid extra compensa-~~
 19 ~~tion at the rate of 100 per centum of the hourly rate of~~
 20 ~~basic compensation for his level and step computed by~~
 21 ~~dividing the scheduled annual rate of basic compensation~~
 22 ~~by 2080.~~

23 ~~“(2) Each annual rate regular employee in or~~
 24 ~~above salary level PFS-11 shall be granted compen-~~
 25 ~~satory time in an amount equal to the time worked on~~

1 such holiday within thirty working days thereafter or,
2 in the discretion of the Postmaster General, in lieu
3 thereof shall be paid extra compensation for the time so
4 worked at the rate of 100 per centum of the hourly rate
5 of basic compensation for his level and step computed by
6 dividing the scheduled annual rate of basic compensation
7 by 2080.

8 “(3) For work performed on Christmas Day (A)
9 each annual rate regular employee shall be paid extra
10 compensation at the rate of 150 per centum of the
11 hourly rate of basic compensation for his level and step,
12 computed by dividing the scheduled annual rate of basic
13 compensation by 2080; and (B) each substitute em-
14 ployee shall be paid extra compensation at the rate of
15 50 per centum of the hourly rate of basic compensation
16 for his level and step.

17 “(d) The Postmaster General shall establish conditions
18 for the use of compensatory time earned and the payment
19 of compensation for unused compensatory time.

20 “(e) If an employee is entitled under this section to
21 unused compensatory time at the time of his death, the Post-
22 master General shall pay at the rate prescribed in this sec-
23 tion, but not less than a sum equal to the employee's hourly
24 basic compensation, for each hour of such unused compen-

1 satory time to the person or persons surviving at the date
 2 of such employee's death. Such payment shall be made in
 3 the order of precedence prescribed in the first section of the
 4 Act of August 3, 1950 (5 U.S.C. 61f), and shall be a bar to
 5 recovery by any other persons of amounts so paid.

6 “(f) Notwithstanding any provision of this section;
 7 other than subsection (e); no employee shall be paid over-
 8 time or holiday compensation for a pay period which when
 9 added to his basic compensation for the pay period exceeds
 10 one twenty-sixth of the annual rate of basic compensation
 11 for the highest step of salary level PFS-17.

12 “(g) For the purposes of this section and section 3571
 13 of this title—

14 “(1) ‘annual rate regular employee’ means an em-
 15 ployee for whom the Postmaster General has established
 16 a regular work schedule consisting of five eight-hour days
 17 in accordance with section 3571 of this title;

18 “(2) ‘hourly rate regular employee’ means an em-
 19 ployee for whom the Postmaster General has established
 20 a regular work schedule consisting of not more than forty
 21 hours a week; and

22 “(3) ‘substitute employee’ means an employee for
 23 whom the Postmaster General has not established a
 24 regular work schedule.”

(c) Section 3575 of title 39, United States Code, is amended to read as follows:

“§ 3575. Exemptions

~~“(a) Sections 3571, 3573, and 3574 of this title do not apply to postmasters, rural carriers, postal inspectors, and employees in salary level PFS-15 and above.~~

~~“(b) Sections 3571 and 3573 of this title do not apply to employees referred to in section 3581 of this title.~~

~~“(c) Section 3571 of this title does not apply to employees in post offices of the third class.”~~

POSTAL EMPLOYEES RELOCATION EXPENSES

SEC. 108. (a) That part of chapter 41 of title 39, United States Code, which precedes the center heading “Special Classes of Employees” and section 3111 thereof, is amended by inserting at the end thereof the following new section:

“§ 3107. Postal employees relocation expenses

~~“Notwithstanding any other provision of law, each employee in the postal field service who is transferred or relocated from one official station to another shall, under regulations promulgated by the Postmaster General, be granted the following allowances and expenses:~~

~~“(1) Per diem allowance, in lieu of subsistence ex-~~

1 penses, for each member of his immediate family while en
2 route between his old and new official stations, not in excess
3 of the maximum per diem rates prescribed by or pursuant to
4 law for employees of the Federal Government.

5 “(2) Subsistence expenses of the employee and each
6 member of his immediate family for a period of not to
7 exceed thirty days while occupying temporary quarters at
8 the place of his new official duty station, but not in excess
9 of the maximum per diem rates prescribed by or pursuant
10 to law for employees of the Federal Government.

11 “(3) Seven days of leave with pay which shall not be
12 charged to any other leave to which he is entitled under
13 existing law.”

14 “(b) That part of the table of contents of such chapter
15 41 under the heading “**Employees Generally**” is amended
16 by inserting

“3107. Postal employees relocation expenses.”

17 immediately below

“3106. Special compensation rules.”

18 EMPLOYEES IN THE DEPARTMENT OF MEDICINE AND

19 SURGERY OF THE VETERANS' ADMINISTRATION

20 SEC. 109. Section 4107 of title 38, United States Code,
21 relating to grades and pay scales for certain positions within
22 the Department of Medicine and Surgery of the Veterans'
23 Administration, is amended to read as follows:

1 “§ 4107. Grades and pay scales

2 “(a) Except as provided in section 111(b) of the Fed-
 3 eral Salary Adjustment Act of 1965, the per annum full-pay
 4 scale or ranges for positions provided in section 4103 of this
 5 title, other than Chief Medical Director and Deputy Chief
 6 Medical Director, shall be as follows:

7 “SECTION 4103 SCHEDULE

8 “Assistant Chief Medical Director, \$25,480.

9 “Medical Director, \$22,303 minimum to \$25,423 maxi-
 10 mum.

11 “Director of Nursing Service, \$17,118 minimum to
 12 \$22,455 maximum.

13 “Director of Chaplain Service, \$17,118 minimum to
 14 \$22,455 maximum.

15 “Chief Pharmacist, \$17,118 minimum to \$22,455 maxi-
 16 mum.

17 “Chief Dietitian, \$17,118 minimum to \$22,455 maxi-
 18 mum.

19 “(b)(1) The grades and per annum full-pay ranges
 20 for positions provided in paragraph (1) of section 4104
 21 of this title shall be as follows:

22 “PHYSICIAN AND DENTIST SCHEDULE

23 “Director grade, \$19,692 minimum to \$25,140 maxi-
 24 mum.

1 “Executive grade, \$18,361 minimum to \$24,121 maxi-
2 mum.

3 “Chief grade, \$17,118 minimum to \$22,455 maximum.

4 “Senior grade, \$14,737 minimum to \$19,327 maximum.

5 “Intermediate grade, \$12,558 minimum to \$16,491
6 maximum.

7 “Full grade, \$10,660 minimum to \$13,981 maximum.

8 “Associate grade, \$8,996 minimum to \$11,759 maxi-
9 mum.

10 “NURSE SCHEDULE

11 “Assistant Director grade, \$14,737 minimum to \$19,327
12 maximum.

13 “Chief grade, \$12,558 minimum to \$16,491 maximum.

14 “Senior grade, \$10,660 minimum to \$13,981 maximum.

15 “Intermediate grade, \$8,996 minimum to \$11,759
16 maximum.

17 “Full grade, \$7,509 minimum to \$9,804 maximum.

18 “Associate grade, \$6,568 minimum to \$8,530 maxi-
19 mum.

20 “Junior grade, \$5,725 minimum to \$7,453 maximum.

21 “(2) No person may hold the director grade unless
22 he is serving as a director of a hospital, domiciliary, center,
23 or outpatient clinic (independent). No person may hold
24 the executive grade unless he holds the position of chief of
25 staff at a hospital, center, or outpatient clinic (independent);

1 or the position of clinic director at an outpatient clinic, or
2 comparable position.”

3 FOREIGN SERVICE OFFICERS; STAFF OFFICERS AND
4 EMPLOYEES

5 SEC. 110. (a) The fourth sentence of section 412 of the
6 Foreign Service Act of 1946, as amended (22 U.S.C. 867),
7 is amended to read as follows: “Except as provided in sec-
8 tion 111(b) of the Federal Salary Adjustment Act of 1965,
9 the per annum salaries of Foreign Service officers within
10 each of the other classes shall be as follows:

“Class 1.....	\$23,556	\$24,518	\$25,480				
Class 2.....	19,027	19,687	20,347	\$21,007	\$21,667	\$22,327	\$22,987
Class 3.....	15,454	15,990	16,526	17,062	17,598	18,134	18,670
Class 4.....	12,558	12,995	13,432	13,869	14,306	14,743	15,180
Class 5.....	10,343	10,702	11,061	11,420	11,779	12,138	12,497
Class 6.....	8,627	8,923	9,219	9,515	9,811	10,107	10,403
Class 7.....	7,290	7,535	7,780	8,025	8,270	8,515	8,760
Class 8.....	6,292	6,500	6,708	6,916	7,124	7,332	7,540”.

11 (b) The second sentence of subsection (a) of section
12 415 of such Act (22 U.S.C. 870(a)) is amended to read as
13 follows: “Except as provided in section 111(b) of the
14 Federal Salary Adjustment Act of 1965, the per annum
15 salaries of such staff officers and employees within each
16 class shall be as follows:

“Class 1.....	\$15,454	\$15,990	\$16,526	\$17,062	\$17,598	\$18,134	\$18,670	\$19,206	\$19,742	\$20,278
Class 2.....	12,558	12,995	13,432	13,869	14,306	14,743	15,180	15,617	16,054	16,491
Class 3.....	10,343	10,702	11,061	11,420	11,779	12,138	12,497	12,856	13,215	13,574
Class 4.....	8,627	8,923	9,219	9,515	9,811	10,107	10,403	10,699	10,995	11,291
Class 5.....	7,779	8,044	8,309	8,574	8,839	9,104	9,369	9,634	9,899	10,164
Class 6.....	7,025	7,259	7,493	7,727	7,961	8,195	8,429	8,663	8,897	9,131
Class 7.....	6,453	6,666	6,879	7,092	7,305	7,518	7,731	7,944	8,157	8,370
Class 8.....	5,710	5,902	6,094	6,286	6,478	6,670	6,862	7,054	7,246	7,438
Class 9.....	5,210	5,382	5,554	5,726	5,898	6,070	6,242	6,414	6,586	6,758
Class 10.....	4,659	4,815	4,971	5,127	5,283	5,439	5,595	5,751	5,907	6,063”.

17 (c) Foreign Service officers, Reserve officers, and For-
18 eign Service staff officers and employees who are entitled

1 to receive basic compensation immediately prior to the
2 effective date of this section at one of the rates provided by
3 section 412 or 415 of the Foreign Service Act of 1946
4 shall receive basic compensation, on and after such effective
5 date, at the rate of their class determined to be appropriate
6 by the Secretary of State.

7 FEDERAL SALARY COMPARISON AND ADJUSTMENT POLICY

8 SEC. 111. (a) Section 503 of the Federal Salary Re-
9 form Act of 1962 (76 Stat. 841; 5 U.S.C. 1172) is amended
10 to read as follows:

11 IMPLEMENTATION OF POLICY

12 "SEC. 503. (a) In order to carry out the policy stated
13 in section 502 of this Act, the President—

14 "(1) shall direct such agency or agencies, as he
15 deems appropriate, annually to prepare and submit to
16 him a report which compares the rates of salary, as
17 fixed or authorized by or pursuant to law, for Federal
18 employees with the rates of salary paid for the same
19 levels of work in private enterprise as determined on
20 the basis of appropriate annual surveys conducted by
21 the Bureau of Labor Statistics; and

22 "(2) after seeking the views of such employee
23 organizations as he deems appropriate and in such
24 manner as he may provide, shall report annually to the
25 Congress—

1 “(A) this comparison of Federal and private enter-
2 prise salary rates; and

3 “(B) such recommendations for revision of salary
4 schedules; salary structures; and compensation policy;
5 as he deems advisable.

6 “(b) Procedures established by the President under
7 subsection (a) of this section for seeking the views of
8 employee organizations shall provide authorized repre-
9 sentatives of major Federal employee organizations the
10 opportunity—

11 “(1) to review the findings of the most recent
12 Bureau of Labor Statistics annual survey and the results
13 of the comparison of Federal salary schedules with rates
14 of salary in private enterprise; and

15 “(2) to submit their comments and recommenda-
16 tions for consideration.

17 Comments and recommendations submitted in accordance
18 with clause (2) of the immediately preceding sentence shall
19 be transmitted to the President with the report submitted to
20 him; by the agency or agencies he directs; which compares
21 the rates of salary fixed or authorized by or pursuant to law
22 for Federal employees with the rates of salary paid for the
23 same levels of work in private enterprise.”.

24 (b)(1) The rates of compensation and the ranges of

1 rates of compensation provided by the amendments made by
2 section 102(a), section 105 (a), (b), and (c), section 109,
3 and section 110 (a) and (b) of this title, and the rates of
4 compensation provided for by section 113, section 114 (a),
5 (b), and (c), and section 115 of this title, shall be increased,
6 effective on the first day of the first pay period which begins
7 on or after October 1, 1966, by percentages which are equal
8 to the sum of—

9 ~~(A)~~ one-half of the percentage by which salary
10 rates paid for the same level of work in private enter-
11 prise for the months of February and March of 1965,
12 determined in accordance with policies and procedures
13 utilized in carrying out the provisions of section 503 of
14 the Federal Salary Reform Act of 1962 (as in effect
15 prior to the date of enactment of this title) exceed the
16 rates and ranges of rates provided by the sections of this
17 title referred to above; and

18 ~~(B)~~ the percentage by which salary rates paid for
19 the same level of work in private enterprise for the
20 months of February and March of 1966, determined in
21 accordance with policies and procedures utilized in carry-
22 ing out the provisions of the amendment made by subsec-
23 tion (a) of this section, exceed such salary rates for the
24 months of February and March of 1965, determined in
25 accordance with policies and procedures utilized in car-

1 rying out the provisions of section 503 of the Federal
 2 Salary Reform Act of 1962 (as in effect prior to the
 3 date of enactment of this title).

4 The increased rates and ranges of rates of compensation
 5 (other than rates within the purview of sections 113, 114,
 6 and 115 of this title) which shall become effective as pro-
 7 vided in this subsection shall—

8 ~~(i)~~ have the same effect as if they were specific
 9 statutory enactments,

10 ~~(ii)~~ be printed in the Statutes at Large in the same
 11 volumes as the public laws, and

12 ~~(iii)~~ be printed in the Federal Register.

13 ~~(2)~~ The provisions of—

14 ~~(A)~~ section 102(b) of this title (relating to offi-
 15 cers and employees subject to the General Schedule of
 16 the Classification Act of 1949),

17 ~~(B)~~ section 105(d) of this title (relating to em-
 18 ployees subject to the Postal Field Service Schedule,
 19 the Rural Carrier Schedule, and the Fourth Class
 20 Office Schedule), and

21 ~~(C)~~ section 110(e) of this title (relating to cer-
 22 tain officers and employees subject to the Foreign
 23 Service Act of 1946)

24 shall govern, respectively, as of the effective date of this
 25 subsection, the application and operation of paragraph (1)

1 of this subsection with respect to those officers and em-
 2 ployees, respectively, within the purview of such sections.
 3 For the purposes of paragraph ~~(1)~~ of this subsection, the
 4 terms “effective date of this section”, “such date”, and “such
 5 effective date”, wherever used in such sections 102(b);
 6 105(d), and 110(e), mean the effective date of this sub-
 7 section.

8 ~~(c)~~ The President with respect to the executive branch
 9 and the appropriate authority concerned with respect to the
 10 legislative and judicial branches, shall prescribe and issue,
 11 or provide for the preparation and promulgation of, such
 12 salary schedules, rates of salary, and ranges of salary rates
 13 as are necessary and appropriate to carry out the provisions,
 14 accomplish the purposes, and govern the administration, of
 15 subsection ~~(b)~~ of this section. Each salary rate shall be
 16 fixed at a whole dollar amount.

17 SEVERANCE PAY

18 SEC. 112. ~~(a)~~ Except as provided in subsection ~~(b)~~
 19 of this section, this section applies to each civilian officer
 20 or employee in or under—

21 ~~(1)~~ the executive branch of the Government of
 22 the United States, including each corporation wholly
 23 owned or controlled by the United States;

24 ~~(2)~~ the Library of Congress;

25 ~~(3)~~ the Government Printing Office;

1 ~~(4)~~ the General Accounting Office; or

2 ~~(5)~~ the municipal government of the District of
3 Columbia.

4 ~~(b)~~ This section does not apply to—

5 ~~(1)~~ an officer or employee whose rate of basic com-
6 pensation is fixed at a rate provided for one of the levels
7 of the Federal Executive Salary Schedule or is in excess
8 of the highest rate of grade 18 of the General Schedule
9 of the Classification Act of 1949, as amended;

10 ~~(2)~~ an officer or employee serving under an ap-
11 pointment with a definite time limitation;

12 ~~(3)~~ an alien employee who occupies a position out-
13 side the several States, the District of Columbia, and the
14 Canal Zone;

15 ~~(4)~~ an officer or employee who is subject to the
16 Civil Service Retirement Act, as amended, or any other
17 retirement law or retirement system applicable to Fed-
18 eral officers or employees or members of the uniformed
19 services, and who, at the time of separation from the
20 service, has fulfilled the requirements for immediate
21 annuity under any such law or system;

22 ~~(5)~~ an officer or employee who, at the time of
23 separation from the service, is receiving compensation
24 under the Federal Employees' Compensation Act, as

1 amended, except one receiving this compensation con-
2 currently with salary or on account of the death of an-
3 other person;

4 ~~(6)~~ an officer or employee who, at the time of
5 separation from the service, is entitled to receive other
6 severance pay from the Government;

7 ~~(7)~~ officers and employees of the Tennessee Valley
8 Authority; and

9 ~~(8)~~ such other officers or employees as may be ex-
10 cluded by rules and regulations of the President or of
11 such officer or agency as he may designate.

12 ~~(c)~~ An officer or employee to whom this section applies
13 who is involuntarily separated from the service, on or after
14 the effective date of this section, not by removal for cause
15 on charges of misconduct, delinquency, or inefficiency, shall,
16 under rules and regulations prescribed by the President or
17 such officer or agency as he may designate, be paid severance
18 pay in regular pay periods by the department, independent
19 establishment, corporation, or other governmental unit, from
20 which separated.

21 ~~(d)~~ Severance pay shall consist of two elements, a basic
22 severance allowance and an age adjustment allowance. The
23 basic severance allowance shall be computed on the basis of
24 one week's basic compensation at the rate received imme-
25 diately before separation for each year of civilian service up

1 to and including ten years for which severance pay has not
2 been received under this or any other authority and two
3 weeks' basic compensation at such rate for each year of
4 civilian service beyond ten years for which severance pay
5 has not been received under this or any other authority. The
6 age adjustment allowance shall be computed on the basis of
7 10 per centum of the total basic severance allowance for
8 each year by which the age of the recipient exceeds forty
9 years at the time of separation. Total severance pay re-
10 ceived under this section shall not exceed one year's pay at
11 the rate received immediately before separation.

12 ~~(e)~~ An Officer or employee may be paid severance pay
13 only after having been employed currently for a continuous
14 period of at least twelve months.

15 ~~(f)~~ If an officer or employee is reemployed by the
16 Federal Government or the municipal government of the
17 District of Columbia before the expiration of the period
18 covered by payments of severance pay, the payments shall
19 be discontinued beginning with the date of reemployment and
20 the service represented by the unexpired portion of the
21 period shall be reccredited to the officer or employee for use
22 in any subsequent computations of severance pay. For the
23 purposes of subsection ~~(e)~~, reemployment which causes
24 severance pay to be discontinued shall be considered as em-

1 ployment continuous with that serving as the basis for the
2 severance pay.

3 ~~(g)~~ If the officer or employee dies before the expiration
4 of the period covered by payments of severance pay, the
5 payments of severance pay with respect to such officer or
6 employee shall be continued as if such officer or employee
7 were living and shall be paid on a pay period basis to the
8 survivor or survivors of such officer or employee in accord-
9 ance with the first section of the Act of August 3, 1950 ~~(5~~
10 ~~U.S.C. 61f)~~.

11 ~~(h)~~ Severance pay under this section shall not be a basis
12 for payment, nor be included in the basis for computation,
13 of any other type of Federal or District of Columbia Gov-
14 ernment benefits, and any period covered by severance pay
15 shall not be regarded as a period of Federal or District of
16 Columbia Government service or employment.

17 AGRICULTURAL STABILIZATION AND CONSERVATION
18 COUNTY COMMITTEE EMPLOYEES

19 SEC. 113. The rates of compensation of persons em-
20 ployed by the county committees established pursuant to
21 section 8 ~~(b)~~ of the Soil Conservation and Domestic Allot-
22 ment Act ~~(16 U.S.C. 590h(b))~~ shall be increased by
23 amounts equal, as nearly as may be practicable, to the in-
24 creases provided by section 102 ~~(a)~~ of this Act for corre-
25 sponding rates of compensation.

LEGISLATIVE BRANCH

SEC. 114. (a) Except as otherwise provided in this section, each officer or employee in or under the legislative branch of the Government, whose rate of compensation is increased by section 5 of the Federal Employees Pay Act of 1946, shall be paid additional compensation at the rate of 4 per centum of his gross rate of compensation (basic compensation plus additional compensation authorized by law).

(b) The total annual compensation in effect immediately prior to the effective date of this section of each officer or employee of the House of Representatives, whose compensation is disbursed by the Clerk of the House and is not increased by reason of any other provision of this section, shall be increased by an amount which is equal to the amount of the increase provided by subsection (a) of this section; except that this section shall not apply to the compensation of student congressional interns authorized by H. Res. 416 of the Eighty-ninth Congress.

(c) The rates of compensation of employees of the House of Representatives whose compensation is fixed by the House Employees Schedule under the House Employees Position Classification Act (78 Stat. 1079; Public Law 88-652; 2 U.S.C. 291-303) shall be increased by amounts equal, as nearly as may be practicable, to the increases

1 provided by subsection (a) of this section; except, that this
 2 section shall not apply to the compensation of those em-
 3 ployees whose compensation is fixed by the House Wage
 4 Schedule of such Act.

5 (d) The additional compensation provided by this sec-
 6 tion shall be considered a part of basic compensation for the
 7 purposes of the Civil Service Retirement Act (5 U.S.C.
 8 2251 and the following).

9 (e) Section 601(a) of the Legislative Reorganization
 10 Act of 1946, as amended (2 U.S.C. 31), is amended to
 11 read as follows:

12 “(a) The compensation of Senators, Representatives in
 13 Congress, and the Resident Commissioner from Puerto Rico
 14 shall be at the rate of \$30,000 per annum each. The com-
 15 pensation of the Speaker of the House of Representatives
 16 shall be at the rate of \$43,000 per annum. The compensa-
 17 tion of the Majority Leader and the Minority Leader of the
 18 House of Representatives shall be at the rate of \$35,000
 19 per annum each.”

20 FEDERAL JUDICIAL SALARIES

21 SEC. 115. (a) The rates of basic compensation of officers
 22 and employees in or under the judicial branch of the Govern-
 23 ment whose rates of compensation are fixed by or pursuant
 24 to paragraph (2) of subdivision a of section 62 of the Bank-
 25 ruptcy Act (11 U.S.C. 102(a)(2)), section 3656 of title

1 18, United States Code, the third sentence of section 603,
2 sections 672 to 675, inclusive, or section 604(a)(5), of title
3 28, United States Code, insofar as the latter section applies
4 to graded positions, are hereby increased by amounts reflect-
5 ing the respective applicable increases provided by section
6 102(a) of this Act in corresponding rates of compensation
7 for officers and employees subject to the Classification Act of
8 1949, as amended. The rates of basic compensation of offi-
9 cers and employees holding ungraded positions and whose
10 salaries are fixed pursuant to such section 604(a)(5) may be
11 increased by the amounts reflecting the respective applicable
12 increases provided by section 102(a) of this Act in corre-
13 sponding rates of compensation for officers and employees
14 subject to the Classification Act of 1949, as amended.

15 (b) The limitations provided by applicable law on the
16 effective date of this section with respect to the aggregate
17 salaries payable to secretaries and law clerks of circuit and
18 district judges are hereby increased by amounts which reflect
19 the respective applicable increases provided by section 102
20 (a) of this Act in corresponding rates of compensation for
21 officers and employees subject to the Classification Act of
22 1949, as amended.

23 (c) Section 753(e) of title 28, United States Code (re-
24 lating to the compensation of court reporters for district

1 courts), is amended by striking out the existing salary limi-
 2 tation contained therein and inserting a new limitation which
 3 reflects the respective applicable increases provided by sec-
 4 tion 102(a) of this Act in corresponding rates of compensa-
 5 tion for officers and employees subject to the Classification
 6 Act of 1949, as amended.

7 INCREASED UNIFORM ALLOWANCE

8 SEC. 116. The Federal Employees Uniform Allowance
 9 Act, as amended (68 Stat. 1114; 5 U.S.C. 2131), is amend-
 10 ed by striking out "\$100" wherever it appears therein and
 11 inserting in lieu thereof "\$150".

12 CONVERSION OF PAY PERIODS OF CERTAIN EMPLOYEES TO 13 BIWEEKLY BASIS

14 SEC. 117. (a) Section 6 of the Act of June 30, 1906
 15 (34 Stat. 763), as amended (5 U.S.C. 84), is amended by
 16 changing the period at the end thereof to a colon and by
 17 adding the following: "*And provided, That the compensa-*
 18 *tion of any civilian officer or employee who is subject to this*
 19 *Act may be computed in accordance with the provisions of*
 20 *section 604(d) of the Federal Employees Pay Act of 1945,*
 21 *as amended (5 U.S.C. 944(c))."*

22 (b) The following provisions of law are hereby
 23 repealed:

24 (1) That part of section 10 of the Federal Reserve Act,

1 as amended (12 U.S.C. 241), relating to the compensation
 2 of the Board of Governors, Federal Reserve System, which
 3 reads "payable monthly,".

4 (2) That part of section 2 of the Federal Trade Com-
 5 mission Act, as amended (15 U.S.C. 42), relating to the
 6 compensation of the Secretary to the Federal Trade Com-
 7 mission, which reads "who shall receive a salary, payable in
 8 the same manner as the salaries of the judges of the courts
 9 of the United States,".

10 (3) That part of section 7443(c) of the Internal Reve-
 11 nue Code of 1954, relating to the compensation of judges of
 12 the Tax Court of the United States, which reads "to be paid
 13 in monthly installments".

14 MAXIMUM SALARY INCREASE LIMITATION

15 SEC. 118. Except as otherwise provided in section 114
 16 (e) of this title, no rate of salary shall be increased, by
 17 reason of the enactment of this title, to an amount in excess
 18 of the salary rate now or hereafter in effect for Level V of
 19 the Federal Executive Salary Schedule.

20 INCLUSION OF MEMBERS OF BOARD OF PAROLE IN LEVEL V 21 OF FEDERAL EXECUTIVE SALARY SCHEDULE

22 SEC. 119. Section 303(e) of the Federal Executive
 23 Salary Act of 1964 (78 Stat. 421; 5 U.S.C. 2211(e)) is

1 amended by adding at the end thereof the following new
2 paragraph:

3 ~~“(100) Members of the Board of Parole, Depart-~~
4 ~~ment of Justice.”~~

5 ADJUSTMENT OF SALARY RATES FIXED BY ADMINISTRA-
6 TIVE ACTION

7 SEC. 120. (a) The rates of basic compensation of assist-
8 ant United States attorneys whose basic salaries are fixed
9 by section 508 of title 28, United States Code, shall be
10 increased by 4 per centum effective on the first day of
11 the first pay period which begins on or after October 1, 1965.

(b) Notwithstanding section 3679 of the Revised Statutes, as amended (31 U.S.C. 665), the rates of compensation of officers and employees of the Federal Government and of the municipal government of the District of Columbia whose rates of compensation are fixed by administrative action pursuant to law and are not otherwise increased by this Act are hereby authorized to be increased effective on or after the first day of the first pay period which begins on or after October 1, 1965, by amounts not to exceed the increases provided by this Act for corresponding rates of compensation in the appropriate schedule or scale of pay.

~~(c) Nothing contained in this section shall be deemed to authorize any increase in the rates of compensation of officers and employees whose rates of compensation are fixed~~

1 and adjusted from time to time as nearly as is consistent
 2 with the public interest in accordance with prevailing rates
 3 or practices.

4 ~~(d)~~ Nothing contained in this section shall affect the
 5 authority contained in any law pursuant to which rates of
 6 compensation may be fixed by administrative action.

7 EFFECTIVE DATES

8 SEC. 121. This title shall become effective as follows:

9 ~~(1)~~ This section and sections 101, 111(a), 112, 116,
 10 and 120, and section 3107(3) of title 39, United States
 11 Code, as contained in the amendment made by section
 12 108(a) of this Act, shall become effective on the date of
 13 enactment of this Act.

14 ~~(2)~~ Section 107 shall become effective on the first day
 15 of the first pay period which begins on or after the date of
 16 enactment of this Act.

17 ~~(3)~~ Sections 102, 104, 105, 106, 109, 110, 111 (b)
 18 and (c) (except as otherwise specifically provided therein),
 19 113, 114, 115, 117, 118, and 119 shall become effective on
 20 the first day of the first day period which begins on or after
 21 October 1, 1965.

22 ~~(4)~~ Section 103 shall become effective on the ninetieth
 23 day following the date of enactment of this Act.

24 ~~(5)~~ Section 108(b), and section 3107 (1) and (2)

1 of title 39, United States Code, as contained in the amend-
2 ment made by section 108(a) of this Act, shall become
3 effective as of July 1, 1965.

4 TITLE II

5 SHORT TITLE

6 SEC. 201. This title may be cited as the "Federal Salary
7 Review Commission Act".

8 FEDERAL SALARY REVIEW COMMISSION

9 SEC. 202. (a) There is hereby established a bipartisan
10 commission, to be known as the "Federal Salary Review
11 Commission" (hereinafter referred to as the "Commission");
12 which shall be composed of eleven members, of whom (1)
13 five shall be appointed by the President of the United States,
14 not more than three of whom shall be of the same political
15 party and one of whom so designated by him shall be Chair-
16 man; (2) two shall be appointed by the President of the
17 Senate, who shall not be of the same political party; (3) two
18 shall be appointed by the Speaker of the House of Repre-
19 sentatives, who shall not be of the same political party; and
20 (4) two shall be appointed by the Chief Justice of the
21 United States, who shall not be of the same political party.
22 (b) No person holding any office, appointive or elce-
23 tive, under the United States (except retired officers or em-
24 ployees) shall be eligible for appointment to the Commis-

1 sion. The first members of the Commission shall be ap-
2 pointed not later than January 31, 1966, and shall serve
3 for one year. New members shall be appointed not later than
4 January 31 every fourth year thereafter, beginning in 1970,
5 for the same term. Members shall not be eligible for reap-
6 pointment. Members shall receive no compensation for their
7 services but shall be reimbursed for necessary expenses in-
8 curred in the performance of their duties.

9 ~~(c)~~ Appointment of employees may be without regard
10 to the civil service laws; but their compensation shall be in
11 accordance with the Classification Act of 1949, as amended.
12 Executive departments and agencies whose employees are
13 compensated under the statutory salary systems may detail
14 employees for service with the Commission without reim-
15 bursement. The services of experts and consultants may be
16 obtained by the Commission under the authority of section
17 15 of the Administrative Expenses Act of 1946, as amended
18 ~~(5 U.S.C. 55a)~~, at rates not to exceed \$100 per diem.
19 Necessary funds are authorized to be appropriated for ex-
20 penses of the Commission.

21 COMMISSION SALARY REVIEWS AND REPORTS

22 SEC. 203. ~~(a)~~ The Commission shall review the com-
23 pensation, including rates of basic compensation and other

1 forms of compensation, of ~~(1)~~ Senators, Representatives,
2 and the Resident Commissioner from Puerto Rico; ~~(2)~~ Jus-
3 tices and Judges of the United States; Referees in Bank-
4 ruptcy, the Director and the Deputy Director of the
5 Administrative Office of the United States Courts, and Com-
6 missioners of the Court of Claims; and ~~(3)~~ the salary levels
7 established under the Federal Executive Salary Act of 1964,
8 with a view to maintaining proper levels and relationships
9 among the rates of basic compensation of these officers and
10 salary levels, and with the salary rates of the Classification
11 Act of 1949, as amended.

12 ~~(b)~~ The Commission shall also review the principles,
13 concepts, structures, and interrelationships of the statutory
14 salary systems governing the compensation of Federal civil-
15 ian employees of the executive departments and agencies.

16 ~~(c)~~ The Commission shall submit to the President not
17 later than January 1, 1967, and January 1 of every fourth
18 year thereafter beginning in 1971, a report containing its
19 recommendations concerning rates of basic compensation and
20 other forms of compensation for the categories referred to in
21 subsection ~~(a)~~ of this section, concerning the principles,
22 structure, and rates of the statutory salary systems referred
23 to in subsection ~~(b)~~ of this section, and concerning such
24 other matters relating to compensation as it deems pertinent.

SUBMISSION OF COMPENSATION RECOMMENDATIONS TO
CONGRESS

SEC. 204. The President, after consideration of such report, shall transmit to the Congress, not later than March 31, 1967, and not later than March 31 of every fourth year thereafter, beginning in 1971, his recommendations as to the rates of basic compensation for the categories referred to in section 203 (a) and (b) of this title.

That this Act may be cited as the "Federal Employees Salary Act of 1965".

EMPLOYEES SUBJECT TO CLASSIFICATION ACT OF 1949

SEC. 2. (a) Section 603(b) of the Classification Act of 1949, as amended (78 Stat. 400; 5 U.S.C. 1113(b)), is amended to read as follows:

"(b) The compensation schedule for the General Schedule shall be as follows:

Grade	Per annum rates and steps									
	1	2	3	4	5	6	7	8	9	10
GS-1	\$3,507	\$3,626	\$3,745	\$3,864	\$3,983	\$4,102	\$4,221	\$4,340	\$4,459	\$4,578
GS-2	3,814	3,943	4,072	4,201	4,330	4,459	4,588	4,717	4,846	4,975
GS-3	4,149	4,289	4,429	4,569	4,709	4,849	4,989	5,129	5,269	5,409
GS-4	4,641	4,797	4,953	5,109	5,265	5,421	5,577	5,733	5,889	6,045
GS-5	5,181	5,352	5,523	5,694	5,865	6,036	6,207	6,378	6,549	6,720
GS-6	5,702	5,894	6,086	6,278	6,470	6,662	6,854	7,046	7,238	7,430
GS-7	6,269	6,476	6,683	6,890	7,097	7,304	7,511	7,718	7,925	8,132
GS-8	6,869	7,097	7,325	7,553	7,781	8,009	8,237	8,465	8,693	8,921
GS-9	7,479	7,733	7,987	8,241	8,495	8,749	9,003	9,257	9,511	9,765
GS-10	8,184	8,464	8,744	9,024	9,304	9,584	9,864	10,144	10,424	10,704
GS-11	8,961	9,267	9,573	9,879	10,185	10,491	10,797	11,103	11,409	11,715
GS-12	10,619	10,987	11,355	11,723	12,091	12,459	12,827	13,195	13,563	13,931
GS-13	12,510	12,945	13,380	13,815	14,250	14,685	15,120	15,555	15,990	16,425
GS-14	14,680	15,188	15,696	16,204	16,712	17,220	17,728	18,236	18,744	19,252
GS-15	17,055	17,645	18,235	18,825	19,415	20,005	20,595	21,185	21,775	22,365
GS-16	19,619	20,297	20,975	21,653	22,331	23,009	23,687	24,365	25,043	
GS-17	22,217	22,994	23,771	24,548	25,325					
GS-18	25,382									

(b) Except as provided in section 504(d) of the Federal Salary Reform Act of 1962 (78 Stat. 412; 5 U.S.C.

1 1173(d)), the rates of basic compensation of officers and
2 employees to whom the compensation schedule set forth in
3 subsection (a) of this section applies shall be initially ad-
4 justed as of the effective date of this section, as follows:

5 (1) If the officer or employee is receiving basic
6 compensation immediately prior to the effective date of
7 this section at one of the rates of a grade in the General
8 Schedule of the Classification Act of 1949, as amended,
9 he shall receive a rate of basic compensation at the cor-
10 responding rate in effect on and after such date.

11 (2) If the officer or employee is receiving basic
12 compensation immediately prior to the effective date of
13 this section at a rate between two rates of a grade in
14 the General Schedule of the Classification Act of 1949,
15 as amended, he shall receive a rate of basic compensa-
16 tion at the higher of the two corresponding rates in
17 effect on and after such date.

18 (3) If the officer or employee is receiving basic
19 compensation immediately prior to the effective date of
20 this section at a rate in excess of the maximum rate for
21 his grade, he shall receive (A) the maximum rate for
22 his grade in the new schedule, or (B) his existing rate
23 of basic compensation if such existing rate is higher.

24 (4) If the officer or employee, immediately prior to

1 *the effective date of this section, is receiving, pursuant*
2 *to section 2(b)(4) of the Federal Employees Salary*
3 *Increase Act of 1955, an existing aggregate rate of*
4 *compensation determined under section 208(b) of the*
5 *Act of September 1, 1954 (68 Stat. 1111), plus sub-*
6 *sequent increases authorized by law, he shall receive an*
7 *aggregate rate of compensation equal to the sum of his*
8 *existing aggregate rate of compensation, on the day*
9 *preceding the effective date of this section, plus the*
10 *amount of increase made by this section in the maximum*
11 *rate of his grade, until (i) he leaves his position, or (ii)*
12 *he is entitled to receive aggregate compensation at a*
13 *higher rate by reason of the operation of this Act or any*
14 *other provision of law; but, when such position becomes*
15 *vacant, the aggregate rate of compensation of any subse-*
16 *quent appointee thereto shall be fixed in accordance with*
17 *applicable provisions of law. Subject to clauses (i)*
18 *and (ii) of the immediately preceding sentence of this*
19 *paragraph, the amount of the increase provided by this*
20 *section shall be held and considered for the purposes of*
21 *section 208(b) of the Act of September 1, 1954, to*
22 *constitute a part of the existing rate of compensation of*
23 *the employee.*

1 REDETERMINATIONS OF ACCEPTABLE LEVELS OF
2 COMPETENCE

3 *SEC. 3. Section 701 of the Classification Act of 1949,*
4 *as amended (5 U.S.C. 1121), is amended by adding the*
5 *following new subsection at the end thereof:*

6 “(c) Whenever a determination is made under sub-
7 section (a) of this section that the work of an officer or
8 employee is not of an acceptable level of competence, he
9 shall be given prompt written notice of that determination
10 and an opportunity for reconsideration of the determination
11 within his department under uniform procedures established
12 by the Commission. If the determination is affirmed upon
13 reconsideration, the employee shall have a right of appeal to
14 the Commission. If the reconsideration or appeal results in
15 a reversal of the earlier determination, the new determination
16 shall supersede the earlier determination and shall be deemed
17 to have been made as of the date of the earlier determination.
18 The authority of the Commission to establish procedures and
19 the right of appeal by the officer or employee to the Com-
20 mission shall not apply to determinations of acceptable level
21 of competence made by the Librarian of Congress.”

22 *POSTAL FIELD SERVICE EMPLOYEES*

23 *SEC. 4. (a) Section 3542(a) of title 39, United States*
24 *Code, is amended to read as follows:*

25 “(a) *There is established a basic compensation schedule*

(c) Section 3544(a) of title 39, United States Code, is amended to read as follows:

“(a) There is established a basic compensation schedule which shall be known as the Fourth Class Office Schedule and for which the symbol shall be ‘FOS’, for postmasters in post offices of the fourth class which is based on the revenue units of the post office for the preceding fiscal year. Basic compensation shall be paid to postmasters in post offices of the fourth class in accordance with this schedule.

“FOURTH CLASS OFFICE SCHEDULE

“Revenue units	Per annum rates and steps											
	1	2	3	4	5	6	7	8	9	10	11	12
30 but fewer than 36-----	\$3,906	\$4,035	\$4,164	\$4,293	\$4,422	\$4,551	\$4,680	\$4,809	\$4,938	\$5,067	\$5,196	\$5,325
24 but fewer than 30-----	3,610	3,729	3,848	3,967	4,086	4,205	4,324	4,443	4,562	4,681	4,800	4,919
18 but fewer than 24-----	2,978	3,079	3,180	3,281	3,382	3,483	3,584	3,685	3,786	3,887	3,988	4,089
12 but fewer than 18-----	2,339	2,416	2,491	2,567	2,643	2,719	2,795	2,871	2,947	3,023	3,099	3,175
6 but fewer than 12-----	1,687	1,741	1,795	1,849	1,903	1,957	2,011	2,065	2,119	2,173	2,227	2,281
Fewer than 6-----	1,359	1,403	1,447	1,491	1,535	1,579	1,623	1,667	1,711	1,755	1,799	1,843”.

(d) The basic compensation of each employee subject to the Postal Field Service Schedule, the Rural Carrier Schedule, or the Fourth Class Office Schedule immediately prior to the effective date of this section shall be determined as follows:

(1) Each employee shall be assigned to the same numerical step for his position which he had attained immediately prior to such effective date. If changes in levels or steps would otherwise occur on such effective date without regard to enactment of this Act, such

changes shall be deemed to have occurred prior to conversion.

(2) If the existing basic compensation is greater than the rate to which the employee is converted under paragraph (1) of this subsection, the employee shall be placed in the lowest step which exceeds his basic compensation. If the existing basic compensation exceeds the maximum step of his position, his existing basic compensation shall be established as his basic compensation.

POSTAL SERVICE OVERTIME AND HOLIDAY COMPENSATION

SEC. 5. (a) Section 3571 of title 39, United States Code, is amended to read as follows:

“§ 3571. Maximum hours of work

“(a) A basic workweek is established for all postal field service employees consisting of five eight-hour days. The work schedule of employees shall be regulated so that the eight hours of service does not extend over a longer period than ten consecutive hours.

“(b) The Postmaster General shall establish work schedules in advance for annual rate regular employees consisting of five eight-hour days in each week.

“(c) Except for emergencies as determined by the Postmaster General, the hours of service of any employee shall

1 *not extend over a longer period than twelve consecutive hours,*
2 *and no employee may be required to work more than twelve*
3 *hours in one day.*

4 “(d) *To the maximum extent practicable, senior regular*
5 *employees shall be assigned to a basic workweek Monday*
6 *through Friday, inclusive, except for those who express a*
7 *preference for another basic workweek.”*

8 (b) *Section 3573 of title 39, United States Code,*
9 *is amended to read as follows:*

10 “§ 3573. *Compensatory time, overtime, and holidays*

11 “(a) *In emergencies or if the needs of the service*
12 *require, the Postmaster General may require employees to*
13 *perform overtime work or to work on holidays. Overtime*
14 *work is any work officially ordered or approved which is*
15 *performed by—*

16 “(1) *an annual rate regular employee in excess of*
17 *his regular work schedule,*

18 “(2) *an hourly rate regular employee in excess of*
19 *eight hours in a day or forty hours in a week, and*

20 “(3) *a substitute employee in excess of forty hours*
21 *in a week.*

22 *The Postmaster General shall determine the day and week*
23 *used in computing overtime work.*

24 “(b) *For each hour of overtime work the Postmaster*

1 *General shall compensate an employee in the 'PFS' Schedule*
2 *as follows:*

3 “(1) *He shall pay each employee in or below salary*
4 *level PFS-7 compensation at the rate of 150 per centum*
5 *of the hourly rate of basic compensation for his level and*
6 *step computed by dividing the scheduled annual rate of*
7 *basic compensation by two thousand and eighty.*

8 “(2) *He shall grant each employee in or above*
9 *salary level PFS-8 compensatory time equal to the*
10 *overtime worked, or in his discretion in lieu thereof pay*
11 *such employee compensation at the rate of 150 per*
12 *centum of the hourly rate of basic compensation of the*
13 *employee or of the hourly rate of the basic compensation*
14 *for the highest step of salary level PFS-7, whichever is*
15 *the lesser.*

16 “(c) *For officially ordered or approved time worked on*
17 *a day referred to as a holiday in the Act of December 26,*
18 *1941 (55 Stat. 862; 5 U.S.C. 87b), or on a day designated*
19 *by Executive order as a holiday for Federal employees, under*
20 *regulations prescribed by the Postmaster General, an em-*
21 *ployee in the PFS schedule shall receive extra compensation,*
22 *in addition to any other compensation provided for by law,*
23 *as follows:*

24 “(1) *Each regular employee in or below salary*

1 *level PFS-7 shall be paid extra compensation at the*
2 *rate of 100 per centum of the hourly rate of basic com-*
3 *penensation for his level and step computed by dividing*
4 *the scheduled annual rate of basic compensation by*
5 *two thousand and eighty.*

6 *“(2) Each regular employee in or above salary*
7 *level PFS-8 shall be granted compensatory time in an*
8 *amount equal to the time worked on such holiday within*
9 *thirty working days thereafter or, in the discretion of the*
10 *Postmaster General, in lieu thereof shall be paid extra*
11 *compensation for the time so worked at the rate of 100*
12 *per centum of the hourly rate of basic compensation for*
13 *his level and step computed by dividing the scheduled*
14 *annual rate of basic compensation by two thousand and*
15 *eighty.*

16 *“(3) For work performed on Christmas Day (A)*
17 *each regular employee shall be paid extra compensation*
18 *at the rate of 150 per centum of the hourly rate of basic*
19 *compensation for his level and step, computed by divid-*
20 *ing the scheduled annual rate of basic compensation by*
21 *two thousand and eighty, and (B) each substitute em-*
22 *ployee shall be paid extra compensation at the rate of*
23 *50 per centum of the hourly rate of basic compensation*
24 *for his level and step.*

1 “(d) The Postmaster General shall establish conditions
2 for the use of compensatory time earned and the payment
3 of compensation for unused compensatory time.

4 “(e) Each regular employee whose regular work sched-
5 ule includes an eight-hour period of service any part of
6 which is within the period commencing at midnight Saturday
7 and ending at midnight Sunday shall be paid extra com-
8 pensation at the rate of 25 per centum of his hourly rate of
9 basic compensation for each hour of work performed during
10 that eight-hour period of service.

11 “(f) If an employee is entitled under this section to
12 unused compensatory time at the time of his death, the Post-
13 master General shall pay at the rate prescribed in this sec-
14 tion, but not less than a sum equal to the employee's hourly
15 basic compensation, for each hour of such unused compen-
16 satory time to the person or persons surviving at the date of
17 such employee's death. Such payment shall be made in the
18 order of precedence prescribed in the first section of the Act
19 of August 3, 1950 (5 U.S.C. 61f), and shall be a bar to
20 recovery by any other persons of amounts so paid.

21 “(g) Notwithstanding any provision of this section
22 other than subsection (f), no employee shall be paid over-
23 time or extra compensation for a pay period which when
24 added to his basic compensation for the pay period exceeds

1 *one twenty-sixth of the annual rate of basic compensation*
2 *for the highest step of salary level PFS-17.*

3 “(h) *For the purposes of this section and section 3571*
4 *of this title—*

5 “(1) ‘*Annual rate regular employee*’ means an em-
6 *ployee for whom the Postmaster General has established*
7 *a regular work schedule consisting of five eight-hour days*
8 *in accordance with section 3571 of this title.*

9 “(2) ‘*Hourly rate regular employee*’ means an
10 *employee for whom the Postmaster General has estab-*
11 *lished a regular work schedule consisting of not more*
12 *than forty hours a week.*

13 “(3) ‘*Substitute employee*’ means an employee for
14 *whom the Postmaster General has not established a*
15 *regular work schedule.”*

16 “(c) *Section 3575 of title 39, United States Code, is*
17 *amended to read as follows:*

18 “§ 3575. *Exemptions*

19 “(a) *Sections 3571, 3573 and 3574 of this title do not*
20 *apply to postmasters, rural carriers, postal inspectors, and*
21 *employees in salary level PFS-15 and above.*

22 “(b) *Sections 3571 and 3573 of this title do not apply*
23 *to employees referred to in section 3581 of this title.*

24 “(c) *Sections 3571 (a), (b), and (d), and 3573(e) of*
25 *this title do not apply to substitute employees.*

1 “(d) Section 3571(b) of this title does not apply to
2 *hourly rate regular employees.*”

3 *POSTAL EMPLOYEES RELOCATION EXPENSES*

4 *SEC. 6. (a) That part of chapter 41 of title 39,*
5 *United States Code, which precedes the center heading*
6 *“Special Classes of Employees” and section 3111 thereof, is*
7 *amended by inserting at the end thereof the following new*
8 *section:*

9 “§ 3107. *Postal employees relocation expenses*

10 *“Notwithstanding any other provision of law, each em-*
11 *ployee in the postal field service who is transferred or re-*
12 *located from one official station to another shall, under regula-*
13 *tions promulgated by the Postmaster General, be granted*
14 *the following allowances and expenses:*

15 “(1) *Per diem allowance, in lieu of subsistence ex-*
16 *penses, for each member of his immediate family while en*
17 *route between his old and new official stations, not in excess*
18 *of the maximum per diem rates prescribed by or pursuant to*
19 *law for employees of the Federal Government.*

20 “(2) *Subsistence expenses of the employee and each*
21 *member of his immediate family for a period of not to*
22 *exceed thirty days while occupying temporary quarters at*
23 *the place of his new official duty station, but not in excess*
24 *of the maximum per diem rates prescribed by or pursuant*
25 *to law for employees of the Federal Government.*

1 “(3) Five days of leave with pay which shall not be
2 charged to any other leave to which he is entitled under
3 existing law.”

4 (b) That part of the table of contents of such chapter
5 41 under the heading “**Employees Generally**” is amended by
6 inserting

“3107. Postal employees relocation expenses.”

7 immediately below

“3106. Special compensation rules.”.

8 EMPLOYEES IN THE DEPARTMENT OF MEDICINE AND
9 SURGERY OF THE VETERANS’ ADMINISTRATION

10 SEC. 7. Section 4107 of title 38, United States Code,
11 relating to grades and pay scales for certain positions within
12 the Department of Medicine and Surgery of the Veterans’
13 Administration, is amended to read as follows:

14 “§ 4107. Grades and pay scales

15 “(a) The per annum full-pay scale or ranges for posi-
16 tions provided in section 4103 of this title, other than Chief
17 Medical Director and Deputy Chief Medical Director, shall
18 be as follows:

19 “SECTION 4103 SCHEDULE

20 “Assistant Chief Medical Director, \$25,382.

21 “Medical Director, \$22,217 minimum to \$25,325 maxi-
22 mum.

1 *“Director of Nursing Service, \$17,055 minimum to*
2 *\$22,365 maximum.*

3 *“Director of Chaplain Service, \$17,055 minimum to*
4 *\$22,365 maximum.*

5 *“Chief Pharmacist, \$17,055 minimum to \$22,365 maxi-*
6 *mum.*

7 *“Chief Dietitian, \$17,055 minimum to \$22,365 maxi-*
8 *mum.*

9 *“(b)(1) The grades and per annum full-pay ranges*
10 *for positions provided in paragraph (1) of section 4104*
11 *of this title shall be as follows:*

12 *“PHYSICIAN AND DENTIST SCHEDULE*

13 *“Director grade, \$19,619 minimum to \$25,043 maxi-*
14 *mum.*

15 *“Executive grade, \$18,291 minimum to \$24,024 maxi-*
16 *mum.*

17 *“Chief grade, \$17,055 minimum to \$22,365 maximum.*

18 *“Senior grade, \$14,680 minimum to \$19,252 maximum.*

19 *“Intermediate grade, \$12,510 minimum to \$16,425*
20 *maximum.*

21 *“Full grade, \$10,619 minimum to \$13,931 maximum.*

22 *“Associate grade, \$8,961 minimum to \$11,715 maxi-*
23 *mum.*

"NURSE SCHEDULE

"Assistant Director grade, \$14,680 minimum to \$19,252 maximum.

"Chief grade, \$12,510 minimum to \$16,425 maximum.

"Senior grade, \$10,619 minimum to \$13,931 maximum.

"Intermediate grade, \$8,961 minimum to \$11,715 maximum.

"Full grade, \$7,479 minimum to \$9,765 maximum.

"Associate grade, \$6,540 minimum to \$8,502 maximum.

"Junior grade, \$5,702 minimum to \$7,430 maximum.

"(2) No person may hold the director grade unless he is serving as a director of a hospital, domiciliary, center, or outpatient clinic (independent). No person may hold the executive grade unless he holds the position of chief of staff at a hospital, center, or outpatient clinic (independent), or the position of clinic director at an outpatient clinic, or comparable position."

*FOREIGN SERVICE OFFICERS; STAFF OFFICERS AND**EMPLOYEES*

SEC. 8. (a) The fourth sentence of section 412 of the Foreign Service Act of 1946, as amended (22 U.S.C. 867), is amended to read as follows: "The per annum salaries of

1 *Foreign Service officers within each of the other classes shall*
2 *be as follows:*

"Class 1.....	\$23,465	\$24,284	\$25,382				
Class 2.....	18,954	19,612	20,270	\$20,928	\$21,586	\$22,244	\$22,902
Class 3.....	15,395	15,929	16,463	16,997	17,531	18,065	18,599
Class 4.....	12,510	12,945	13,380	13,815	14,250	14,685	15,120
Class 5.....	10,303	10,661	11,019	11,377	11,735	12,093	12,451
Class 6.....	8,594	8,889	9,184	9,479	9,774	10,069	10,364
Class 7.....	7,262	7,506	7,750	7,994	8,238	8,482	8,726
Class 8.....	6,269	6,476	6,683	6,890	7,097	7,304	7,511".

3 *(b) The second sentence of subsection (a) of section*
4 *415 of such Act (22 U.S.C. 870(a)) is amended to read as*
5 *follows: "The per annum salaries of such staff officers and*
6 *employees within each class shall be as follows:*

"Class 1.....	\$15,395	\$15,929	\$16,463	\$16,997	\$17,531	\$18,065	\$18,599	\$19,133	\$19,667	\$20,201
Class 2.....	12,510	12,945	13,380	13,815	14,250	14,685	15,120	15,555	15,990	16,425
Class 3.....	10,303	10,661	11,019	11,377	11,735	12,093	12,451	12,809	13,167	13,525
Class 4.....	8,594	8,889	9,184	9,479	9,774	10,069	10,364	10,659	10,954	11,249
Class 5.....	7,749	8,013	8,277	8,541	8,805	9,069	9,333	9,597	9,861	10,125
Class 6.....	6,998	7,231	7,464	7,697	7,930	8,163	8,396	8,629	8,862	9,095
Class 7.....	6,428	6,640	6,852	7,064	7,276	7,488	7,700	7,912	8,124	8,336
Class 8.....	5,888	5,880	6,072	6,264	6,456	6,648	6,840	7,032	7,224	7,416
Class 9.....	5,190	5,361	5,532	5,703	5,874	6,045	6,216	6,387	6,558	6,729
Class 10.....	4,641	4,797	4,953	5,109	5,265	5,421	5,577	5,733	5,889	6,045".

7 *(c) Foreign Service officers, Reserve officers, and For-*
8 *oreign Service staff officers and employees who are entitled*
9 *to receive basic compensation immediately prior to the*
10 *effective date of this section at one of the rates provided by*
11 *section 412 or 415 of the Foreign Service Act of 1946*
12 *shall receive basic compensation, on and after such effective*
13 *date, at the rate of their class determined to be appropriate*
14 *by the Secretary of State.*

15 SEVERANCE PAY

16 SEC. 9. (a) Except as provided in subsection (b)

1 of this section, this section applies to each civilian officer
2 or employee in or under—

3 (1) the executive branch of the Government of
4 the United States, including each corporation wholly
5 owned or controlled by the United States;

6 (2) the Library of Congress;

7 (3) the Government Printing Office;

8 (4) the General Accounting Office; or

9 (5) the municipal government of the District of
10 Columbia.

11 This section also applies to persons employed by the county
12 committees established pursuant to section 8(b) of the Soil
13 Conservation and Domestic Allotment Act (16 U.S.C.
14 590h(b)), and the Secretary of Agriculture is authorized
15 and directed to prescribe and issue such regulations as may
16 be necessary to provide a means of effecting the application
17 and operations of the provisions of this section with respect
18 to such persons.

19 (b) This section does not apply to—

20 (1) an officer or employee whose rate of basic com-
21 pensation is fixed at a rate provided for one of the levels
22 of the Federal Executive Salary Schedule or is in excess
23 of the highest rate of grade 18 of the General Schedule
24 of the Classification Act of 1949, as amended;

1 (2) an officer or employee serving under an ap-
2 pointment with a definite time limitation, except one so
3 appointed for full-time employment, without a break in
4 service or after a separation of three days or less, fol-
5 lowing service under an appointment without time
6 limitation;

7 (3) an alien employee who occupies a position out-
8 side the several States, the District of Columbia, and the
9 Canal Zone;

10 (4) an officer or employee who is subject to the
11 Civil Service Retirement Act, as amended, or any other
12 retirement law or retirement system applicable to Fed-
13 eral officers or employees or members of the uniformed
14 services, and who, at the time of separation from the
15 service, has fulfilled the requirements for immediate
16 annuity under any such law or system;

17 (5) an officer or employee who, at the time of
18 separation from the service, is receiving compensation
19 under the Federal Employees' Compensation Act, as
20 amended, except one receiving this compensation con-
21 currently with salary or on account of the death of an-
22 other person;

23 (6) an officer or employee who, at the time of

1 *separation from the service, is entitled to receive other*
2 *severance pay from the Government;*

3 *(7) officers and employees of the Tennessee Valley*
4 *Authority; and*

5 *(8) such other officers or employees as may be*
6 *excluded by rules and regulations of the President or of*
7 *such officer or agency as he may designate.*

8 *(c) An officer or employee to whom this section applies*
9 *who is involuntarily separated from the service, on or after*
10 *the effective date of this section, not by removal for cause*
11 *on charges of misconduct, delinquency, or inefficiency, shall,*
12 *under rules and regulations prescribed by the President or*
13 *such officer or agency as he may designate, be paid severance*
14 *pay in regular pay periods by the department, independent*
15 *establishment, corporation, or other governmental unit, from*
16 *which separated.*

17 *(d) Severance pay shall consist of two elements, a basic*
18 *severance allowance and an age adjustment allowance. The*
19 *basic severance allowance shall be computed on the basis of*
20 *one week's basic compensation at the rate received imme-*
21 *diately before separation for each year of civilian service up*
22 *to and including ten years for which severance pay has not*
23 *been received under this or any other authority and two*
24 *weeks' basic compensation at such rate for each year of*
25 *civilian service beyond ten years for which severance pay*

1 has not been received under this or any other authority. The
2 age adjustment allowance shall be computed on the basis of
3 10 per centum of the total basic severance allowance for
4 each year by which the age of the recipient exceeds forty
5 years at the time of separation. Total severance pay re-
6 ceived under this section shall not exceed one year's pay at
7 the rate received immediately before separation.

8 (e) An officer or employee may be paid severance pay
9 only after having been employed currently for a continuous
10 period of at least twelve months.

11 (f) If an officer or employee is reemployed by the
12 Federal Government or the municipal government of the
13 District of Columbia before the expiration of the period
14 covered by payments of severance pay, the payments shall
15 be discontinued beginning with the date of reemployment and
16 the service represented by the unexpired portion of the
17 period shall be recredited to the officer or employee for use
18 in any subsequent computations of severance pay. For the
19 purposes of subsection (e), reemployment which causes
20 severance pay to be discontinued shall be considered as em-
21 ployment continuous with that serving as the basis for the
22 severance pay.

23 (g) If the officer or employee dies before the expiration
24 of the period covered by payments of severance pay, the
25 payments of severance pay with respect to such officer or

1 employee shall be continued as if such officer or employee
2 were living and shall be paid on a pay period basis to the
3 survivor or survivors of such officer or employee in accord-
4 ance with the first section of the Act of August 3, 1950 (5
5 U.S.C. 61f).

6 (h) Severance pay under this section shall not be a basis
7 for payment, nor be included in the basis for computation,
8 of any other type of Federal or District of Columbia Gov-
9 ernment benefits, and any period covered by severance pay
10 shall not be regarded as a period of Federal or District of
11 Columbia Government service or employment.

12 AGRICULTURAL STABILIZATION AND CONSERVATION

13 COUNTY COMMITTEE EMPLOYEES

14 SEC. 10. The rates of compensation of persons employed
15 by the county committees established pursuant to section 8(b)
16 of the Soil Conservation and Domestic Allotment Act (16
17 U.S.C. 590h(b)) shall be increased by amounts equal, as
18 nearly as may be practicable, to the increases provided by
19 section 2(a) of this Act for corresponding rates of com-
20 pensation.

21 LEGISLATIVE BRANCH

22 SEC. 11. (a) Except as otherwise provided in this sec-
23 tion, each officer or employee in or under the legislative
24 branch of the Government, whose rate of compensation is
25 increased by section 5 of the Federal Employees Pay Act of

1 1946, shall be paid additional compensation at the rate of
2 3.6 per centum of his gross rate of compensation (basic com-
3 pensation plus additional compensation authorized by law).

4 (b) The total annual compensation in effect immediately
5 prior to the effective date of this section of each officer or
6 employee of the House of Representatives, whose compen-
7 sation is disbursed by the Clerk of the House and is not
8 increased by reason of any other provision of this section,
9 shall be increased by an amount which is equal to the
10 amount of the increase provided by subsection (a) of this
11 section; except that this section shall not apply to the com-
12 pensation of student congressional interns authorized by
13 H. Res. 416 of the Eighty-ninth Congress.

14 (c) The rates of compensation of employees of the
15 House of Representatives whose compensation is fixed by
16 the House Employees Schedule under the House Employees
17 Position Classification Act (78 Stat. 1079; Public Law 88-
18 652; 2 U.S.C. 291-303) shall be increased by amounts
19 equal, as nearly as may be practicable, to the increases pro-
20 vided by subsection (a) of this section; except, that this
21 section shall not apply to the compensation of those em-
22 ployees whose compensation is fixed by the House Wage
23 Schedule of such Act.

24 (d) The additional compensation provided by this sec-
25 tion shall be considered a part of basic compensation for the

1 *purposes of the Civil Service Retirement Act (5 U.S.C.*
2 *2251 and the following).*

3 *(e) Section 601(a) of the Legislative Reorganization*
4 *Act of 1946, as amended (2 U.S.C. 31), is amended to*
5 *read as follows:*

6 *“(a) The compensation of Senators, Representatives in*
7 *Congress, and the Resident Commissioner from Puerto Rico*
8 *shall be at the rate of \$30,000 per annum each. The com-*
9 *penensation of the Speaker of the House of Representatives*
10 *shall be at the rate of \$43,000 per annum. The compensa-*
11 *tion of the Majority Leader and the Minority Leader of the*
12 *Senate and the Majority Leader and the Minority Leader*
13 *of the House of Representatives shall be at the rate of*
14 *\$35,000 per annum each.”*

15 *(f) The basic compensation of each employee in the*
16 *office of a Senator is hereby adjusted, effective on the first day*
17 *of the month following the date of enactment of this Act, to the*
18 *lowest multiple of \$60 which will provide a gross rate of com-*
19 *penensation not less than the gross rate such employee was re-*
20 *ceiving immediately prior thereto, except that the foregoing*
21 *provisions of this subsection shall not apply in the case of any*
22 *employee if on or before the fifteenth day following the date*
23 *of enactment of this Act, the Senator by whom such employee*
24 *is employed notifies the disbursing office of the Senate in*
25 *writing that he does not wish such provisions to apply to*

1 such employee. No employee whose basic compensation is ad-
2 justed under this subsection shall receive any additional com-
3 pensation under subsection (a) for any period prior to the
4 effective date of such adjustment during which such employee
5 was employed in the office of the Senator by whom he is em-
6 ployed on the first day of the month following the enactment of
7 this Act. No additional compensation shall be paid to any
8 person under subsection (a) for any period prior to the first
9 day of the month following the date of enactment of this Act
10 during which such person was employed in the office of a
11 Senator (other than a Senator by whom he is employed on
12 such day) unless on or before the fifteenth day following the
13 date of enactment of this Act such Senator notifies the disburs-
14 ing office of the Senate in writing that he wishes such employee
15 to receive such additional compensation for such period. In
16 any case in which, at the expiration of the time within which
17 a Senator may give notice under this subsection, such Senator
18 is deceased, such notice shall be deemed to have been given.

19 (g) Notwithstanding the provision referred to in sub-
20 section (h), the rates of gross compensation of the Secretary
21 for the Majority of the Senate, the Secretary for the Minor-
22 ity of the Senate, the Chief Reporter of Debates of the
23 Senate, the Parliamentarian of the Senate, the Senior Coun-
24 sel in the Office of the Legislative Counsel of the Senate, the
25 Chief Clerk of the Senate, the Chaplain of the Senate, and

1 *the Postmaster and Assistant Postmaster of the Senate are*
 2 *hereby increased by 3.6 per centum.*

3 *(h) The paragraph imposing limitations on basic and*
 4 *gross compensation of officers and employees of the Senate*
 5 *appearing under the heading "SENATE" in the Legislative*
 6 *Appropriation Act, 1956, as amended (74 Stat. 304; Public*
 7 *Law 86-568), is amended by striking out "\$22,945" and*
 8 *inserting in lieu thereof "\$23,770".*

9 *(i) The limitation on gross rate per hour per person*
 10 *provided by applicable law on the effective date of this sec-*
 11 *tion with respect to the folding of speeches and pamphlets*
 12 *for the Senate is hereby increased by 3.6 per centum. The*
 13 *amount of such increase shall be computed to the nearest*
 14 *cent, counting one-half cent and over as a whole cent. The*
 15 *provisions of subsection (a) of this section shall not apply*
 16 *to employees whose compensation is subject to such limitation.*

17 *FEDERAL JUDICIAL SALARIES*

18 *SEC. 12. (a) The rates of basic compensation of officers*
 19 *and employees in or under the judicial branch of the Govern-*
 20 *ment whose rates of compensation are fixed by or pursuant*
 21 *to paragraph (2) of subdivision a of section 62 of the Bank-*
 22 *ruptcy Act (11 U.S.C. 102(a)(2)), section 3656 of title*
 23 *18, United States Code, the third sentence of section 603,*
 24 *sections 671 to 675, inclusive, or section 604(a)(5), of title*
 25 *28, United States Code, insofar as the latter section applies*

1 to graded positions, are hereby increased by amounts reflect-
2 ing the respective applicable increases provided by section
3 2(a) of this Act in corresponding rates of compensation
4 for officers and employees subject to the Classification Act of
5 1949, as amended. The rates of basic compensation of offi-
6 cers and employees holding ungraded positions and whose
7 salaries are fixed pursuant to such section 604(a)(5) may be
8 increased by the amounts reflecting the respective applicable
9 increases provided by section 2(a) of this Act in corre-
10 sponding rates of compensation for officers and employees
11 subject to the Classification Act of 1949, as amended.

12 (b) The limitations provided by applicable law on the
13 effective date of this section with respect to the aggregate
14 salaries payable to secretaries and law clerks of circuit and
15 district judges are hereby increased by amounts which reflect
16 the respective applicable increases provided by section 2
17 (a) of this Act in corresponding rates of compensation for
18 officers and employees subject to the Classification Act of
19 1949, as amended.

20 (c) Section 753(e) of title 28, United States Code (re-
21 lating to the compensation of court reporters for district
22 courts), is amended by striking out the existing salary limi-
23 tation contained therein and inserting a new limitation which
24 reflects the respective applicable increases provided by sec-
25 tion 2(a) of this Act in corresponding rates of compensa-

tion for officers and employees subject to the Classification Act of 1949, as amended.

INCREASED UNIFORM ALLOWANCE

SEC. 13. The Federal Employees Uniform Allowance Act, as amended (68 Stat. 1114; 5 U.S.C. 2131), is amended by striking out "\$100" wherever it appears therein and inserting in lieu thereof "\$125".

MAXIMUM SALARY INCREASE LIMITATION

SEC. 14. Except as otherwise provided in section 11(e), no rate of salary shall be increased, by reason of the enactment of this title, to an amount in excess of the salary rate now or hereafter in effect for Level V of the Federal Executive Salary Schedule.

ADJUSTMENT OF SALARY RATES FIXED BY

ADMINISTRATIVE ACTION

SEC. 15. (a) The rates of basic compensation of assistant United States attorneys whose basic salaries are fixed pursuant to section 508 of title 28, United States Code, shall be increased by 3.6 per centum effective on the first day of the first pay period which begins on or after October 1, 1965.

(b) Notwithstanding section 3679 of the Revised Statutes, as amended (31 U.S.C. 665), the rates of compensation of officers and employees of the Federal Government and of the municipal government of the District of Columbia whose rates of compensation are fixed by administrative

1 action pursuant to law and are not otherwise increased by
2 this Act are hereby authorized to be increased effective on
3 or after the first day of the first pay period which begins
4 on or after October 1, 1965, by amounts not to exceed the
5 increases provided by this Act for corresponding rates of
6 compensation in the appropriate schedule or scale of pay.

7 (c) Nothing contained in this section shall be deemed
8 to authorize any increase in the rates of compensation of
9 officers and employees whose rates of compensation are fixed
10 and adjusted from time to time as nearly as is consistent
11 with the public interest in accordance with prevailing rates
12 or practices.

13 (d) Nothing contained in this section shall affect the
14 authority contained in any law pursuant to which rates of
15 compensation may be fixed by administrative action.

16 TRAVEL ON OFFICIAL DUTY TIME

17 SEC. 16. Section 204 of the Federal Employees Pay Act
18 of 1945, as amended (68 Stat. 1110; 5 U.S.C. 912b), is
19 amended by adding at the end thereof the following sentence:
20 "To the maximum extent practicable, the head of any depart-
21 ment, independent establishment, or agency, including Gov-
22 ernment-owned or controlled corporations, or of the municipi-
23 pal government of the District of Columbia, or the head of
24 any legislative or judicial agency to which this title applies,
25 shall schedule the time to be spent by an officer or employee

1 in a travel status away from his official duty station within
 2 the regularly scheduled workweek of such officer or em-
 3 ployee.”.

4 EFFECTIVE DATES

5 SEC. 17. This title shall become effective as follows:

6 (1) This section and sections 1, 9, 13, 15, 16, and 18,
 7 and section 3107(3) of title 39, United States Code, as con-
 8 tained in the amendment made by section 6(a) of this Act,
 9 shall become effective on the date of enactment of this Act.

10 (2) Section 5 shall become effective on the first day
 11 of the first pay period which begins on or after the date of
 12 enactment of this Act.

13 (3) Sections 2, 4, 7, 8, 10, 11, 12, and 14 shall become
 14 effective on the first day of the first pay period which begins
 15 on or after October 1, 1965.

16 (4) Section 3 shall become effective on the ninetieth
 17 day following the date of enactment of this Act.

18 (5) Section 6(b), and section 3107 (1) and (2) of
 19 title 39, United States Code, as contained in the amendment
 20 made by section 6(a) of this Act, shall become effective as
 21 of July 1, 1965.

22 (6) For the purpose of determining the amount of insur-
 23 ance for which an individual is eligible under the Federal
 24 Employees' Group Life Insurance Act of 1954, all changes
 25 in rates of compensation or salary which result from the

1 enactment of this Act shall be held and considered to be effec-
2 tive as of the date of such enactment.

3 PAYMENT OF RETROACTIVE SALARY

4 SEC. 18. (a) Retroactive compensation or salary shall
5 be paid by reason of this Act only in the case of an individual
6 in the service of the United States (including service in the
7 Armed Forces of the United States) or the municipal govern-
8 ment of the District of Columbia on the date of enactment of
9 this Act, except that such retroactive compensation or salary
10 shall be paid (1) to an officer or employee who retired during
11 the period beginning on the effective date prescribed by section
12 17(3) and ending on the date of enactment of this Act for
13 services rendered during such period and (2) in accordance
14 with the provisions of the Act of August 3, 1950 (Public
15 Law 636, Eighty-first Congress), as amended (5 U.S.C.
16 61f-61k), for services rendered during the period beginning
17 on the effective date prescribed by section 17(3) and ending
18 on the date of enactment of this Act by an officer or employee
19 who dies during such period. Such retroactive compensation
20 or salary shall not be considered as basic salary for the pur-
21 pose of the Civil Service Retirement Act in the case of any
22 such retired or deceased officer or employee.

23 (b) For the purposes of this section, service in the
24 Armed Forces of the United States, in the case of an individ-
25 ual relieved from training and service in the Armed Forces

1 *of the United States or discharged from hospitalization fol-*
2 *lowing such training and service, shall include the period*
3 *provided by law for the mandatory restoration of such indi-*
4 *vidual to a position in or under the Federal Government or*
5 *the municipal government of the District of Columbia.*

Amend the title so as to read: "An Act to adjust the rates of basic compensation of certain officers and employees of the Federal Government, and for other purposes."

Passed the House of Representatives September 30, 1965.

Attest:

RALPH R. ROBERTS,

Clerk.

AN ACT

To adjust the rates of basic compensation of certain officers and employees in the Federal Government, to establish the Federal Salary Review Commission, and for other purposes.

OCTOBER 1, 1965

Read twice and referred to the Committee on Post
Office and Civil Service

OCTOBER 18, 1965

Reported with amendments

DIGEST of Congressional Proceedings

OF INTEREST TO THE DEPARTMENT OF AGRICULTURE

UNITED STATES DEPARTMENT OF AGRICULTURE
WASHINGTON, D. C. 20250
OFFICIAL BUSINESS

POSTAGE AND FEES PAID
U. S. DEPARTMENT OF AGRICULTURE

OFFICE OF BUDGET AND FINANCE
FOR INFORMATION ONLY;
(NOT TO BE QUOTED OR CITED)

Issued Oct. 25, 1965
For actions of Oct. 22, 1965
89th-1st; No. 198

CONTENTS

Adjournment.....19	Fish protein.....57	Postal rates.....51
Aging.....18	Food.....4,31	Poultry inspection.....13
Alaska.....8	Foreign affairs.....21	Property.....53
Appropriations.....14,26	Foreign policy.....17	Public debt.....52
Beef exports.....6,44	Foreign trade...6,17,28,44	Research.....9,35
Bridge.....21	Grain.....13	School lunches.....16
Buildings and grounds...11	Highways.....60	Senator Ellender.....10
Commodity Exchange Act..46	Housing.....36	Sine die adjournment...19
Convening of Congress...19	Inflation.....37	Small business.....58
Cotton.....13	Labor standards.....61	Statistics.....43
Credit unions.....25	Lands.....56	Sugar.....1
Data processing.....12	Legislative	Taxation.....39
Democratic platform....24	accomplishments..7,23,33	Tobacco.....13
Economic goals.....38	Meat inspection.....13,47	Tariff.....28,45
Education.....41,62	National Wine Week.....15	Trade fairs.....5,8,59
Employment.....48	Nomination.....18	Transportation rates...54
Experts and consultants.42	Oceanography.....35	User charges.....13
Expositions.....5,8,59	Organization.....40,43	Vocational education...62
Farm conditions.....27	Patents.....55	Warehouse Act.....13
Farm labor.....3	Pay.....2	Waste disposal.....49
Farm program.....29,30	Personnel.....2,42,48	Water.....20,32
Farm study.....34	Pesticides.....22	Yearbook.....50

HIGHLIGHTS: See page 7

SENATE

1. SUGAR. By a 41-10 vote, agreed to the conference report on H. R. 11135, the sugar bill (pp. 27337-46). By a 174-88 vote, the House also agreed to the report (pp. 27540-7). This bill will now be sent to the President.
2. FEDERAL PAY BILL. Passed, 67-0, with amendments this bill, H. R. 10281 (pp. 27165-76). The House concurred in the Senate amendments (pp. 27307-15). This bill will now be sent to the President.

3. FARM LABOR. Sens. Holland and Murphy defended the Mexican farm labor program and reported on progress made with the Labor Department in this connection. pp. 27207-8
4. FOOD-FOR-PEACE. Sen. Gruening criticized shipments to Egypt under the food-for-peace program and inserted various statements on this matter. pp. 27412-23
5. EXHIBITION. The Foreign Relations Committee reported without recommendations and with amendments H. R. 30, to provide for U. S. participation in the Inter-American Cultural and Trade Center in Dade County, Fla. (S. Rept. 937)(p. 27117). After discussion, Sen. Williams, Del., objected to consideration of the bill (pp. 27112-3, 27193-5).
6. BEEF EXPORTS. Several Senators were added as cosponsors of S. 2658, to study problems relating to beef exports. p. 27136
Sen. Harris reported on progress made regarding beef exports and inserted various statements. pp. 27406-7
7. LEGISLATIVE ACCOMPLISHMENTS. Sens. Mansfield and Dirksen inserted statements on accomplishments during the session. pp. 27136-8, 27221-36, 27433-46
8. ALASKA EXPOSITION. Passed with amendments S. 2614, to provide for U. S. participation in the statewide exposition to be held in Alaska during 1967. pp. 27164-5, 27184-90
9. RESEARCH. Sen. Yarborough spoke in favor of the Government's retention of the right to information developed from research financed by it. pp. 27205-7
10. SEN. ELLENDER was praised by several Senators. pp. 27208-18
11. BUILDINGS AND GROUNDS. Passed without amendment H. R. 9830, to amend the Federal Property and Administrative Services Act so as to authorize reimbursement to a State or political subdivision thereof for sidewalk repair and replacement or to make other arrangements therefor. This bill will now be sent to the President. pp. 27218-9
12. DATA PROCESSING. Passed without amendment H. R. 4845, to provide for the economic and efficient purchase, lease, maintenance, operation, and utilization of automatic data processing equipment by Federal departments and agencies (pp. 27219-21). This bill had been reported without amendment earlier in the day by the Government Operations Committee (S. Rept. 938). The bill will now be sent to the President.
13. USER CHARGES. Both Houses received from this Department a proposed bill to place the meat and poultry inspection programs on a self-supporting basis, and the Senate received from this Department a proposed bill to provide for user charges relating to inspection, classification, certification, testing, and identification of cotton, tobacco, and grain, and the examination of licenses under the Warehouse Act; to Senate Agriculture and Forestry Committee and House Agriculture Committee. pp. 27347, 27616
14. APPROPRIATIONS. Sen. Mundt inserted and discussed a "Projection of trends in appropriations for Federal departments and agencies, fiscal years 1967-70," issued by the Library of Congress. pp. 27360-1
15. NATIONAL WINE WEEK. Sen. Kuchel spoke in commemoration of this Week. pp. 27364-7

of Alaska has altered the course of history—and it is scarcely arguable that it has not been altered for the better.

Mr. MONRONEY. Mr. President, I yield 1 minute to the senior Senator from Ohio.

Mr. LAUSCHE. Mr. President, I subscribe to the celebration of this important event. However, I cannot approve spending \$1,200,000 to build an auditorium for convention purposes in Sitka, with a population of 5,000 people. There are hundreds of places throughout the country which might ask for similar contributions.

Why did the Senator not ask to build something in Nome, further north, so that we might put \$1 or \$2 million there?

Mr. GRUENING. Mr. President, I should like to ask the distinguished Senator from Ohio what the population of Cincinnati and Cleveland were 5 years after the State was admitted to the Union.

Mr. LAUSCHE. Mr. President, we are going to celebrate the 180th anniversary of the establishment of six States in the Northwest Territory. That will be in 1967.

I suppose that I ought to add an amendment to the bill of the Senator and provide that we should give \$10 million each to the States of Wisconsin, Minnesota, Illinois, Indiana, and Ohio

for the purpose of building an auditorium.

It would be the same principle. We have sesqui-centennials, and centennials every year. There would be no end to it.

Mr. GRUENING. Mr. President, by the purchase of Alaska our country acquired an area one-fifth the size of all the existing and subsequently admitted 48 States of the United States. It extended the territory of the United States to the northern-most and western-most parts of America. It acquired an area of inestimable strategic value, of vast resources, of unparalleled scenic beauty. Attracted to it have come a rugged pioneering and friendly breed of our fellow Americans—people who prize its freedoms and are determined to make of Alaska a State as great in quality as it is in area.

Mr. YARBOROUGH. Mr. President, in answer to the inquiry of the distinguished Senator from Alaska as to the population of the State of Ohio on the date of its admission to the Union, on March 1, 1803, it was 41,915.

The PRESIDING OFFICER. The Senator from Oklahoma has the floor.

proceed to the consideration of H.R. 10281, the Federal Employees Salary Act of 1965.

The PRESIDING OFFICER. The bill will be stated by title for the information of the Senate.

The LEGISLATIVE CLERK. A bill (H.R. 10281) to adjust the rates of basic compensation of certain officers and employees in the Federal Government to establish the Federal Salary Review Commission, and for other purposes.

The PRESIDING OFFICER. Is there objection to the request of the Senator from Oklahoma?

There being no objection the Senate proceeded to consider the bill, which had been reported from the Committee on Post Office and Civil Service, with an amendment, to strike out all after the enacting clause and insert:

That this Act may be cited as the "Federal Employees Salary Act of 1965".

EMPLOYEES SUBJECT TO CLASSIFICATION ACT OF 1949

SEC. 2. (a) Section 603(b) of the Classification Act of 1949, as amended (78 Stat. 400; 5 U.S.C. 1113(b)), is amended to read as follows:

"(b) The compensation schedule for the General Schedule shall be as follows:

Grade	Per annum rates and steps									
	1	2	3	4	5	6	7	8	9	10
GS-1	\$3,507	\$3,626	\$3,745	\$3,864	\$3,983	\$4,102	\$4,221	\$4,340	\$4,459	\$4,578
GS-2	3,814	3,943	4,072	4,201	4,330	4,459	4,588	4,717	4,846	4,975
GS-3	4,149	4,289	4,429	4,569	4,709	4,849	4,989	5,129	5,269	5,409
GS-4	4,641	4,797	4,953	5,109	5,265	5,421	5,577	5,733	5,889	6,045
GS-5	5,181	5,352	5,523	5,694	5,865	6,036	6,207	6,378	6,549	6,720
GS-6	5,702	5,894	6,086	6,278	6,470	6,662	6,854	7,046	7,238	7,430
GS-7	6,269	6,476	6,683	6,890	7,097	7,304	7,511	7,718	7,925	8,132
GS-8	6,869	7,097	7,325	7,553	7,781	8,009	8,237	8,465	8,693	8,921
GS-9	7,479	7,733	7,987	8,241	8,495	8,749	9,003	9,257	9,511	9,765
GS-10	8,184	8,464	8,744	9,024	9,304	9,584	9,864	10,144	10,424	10,704
GS-11	8,961	9,267	9,573	9,879	10,185	10,491	10,797	11,103	11,409	11,715
GS-12	10,619	10,987	11,355	11,723	12,091	12,459	12,827	13,195	13,563	13,931
GS-13	12,510	12,945	13,380	13,815	14,250	14,685	15,120	15,555	15,990	16,425
GS-14	14,680	15,188	15,696	16,204	16,712	17,220	17,728	18,236	18,744	19,252
GS-15	17,055	17,645	18,235	18,825	19,415	20,005	20,595	21,185	21,775	22,365
GS-16	19,619	20,297	20,975	21,653	22,331	23,009	23,687	24,365	25,043	
GS-17	22,217	22,994	23,771	24,548	25,325					
GS-18	25,382									

(b) Except as provided in section 504(d) of the Federal Salary Reform Act of 1962 (78 Stat. 412; 5 U.S.C. 1173(d)), the rates of basic compensation of officers and employees to whom the compensation schedule set forth in subsection (a) of this section applies shall be initially adjusted as of the effective date of this section, as follows:

(1) If the officer or employee is receiving basic compensation immediately prior to the effective date of this section at one of the rates of a grade in the General Schedule of the Classification Act of 1949, as amended, he shall receive a rate of basic compensation at the corresponding rate in effect on and after such date.

(2) If the officer or employee is receiving basic compensation immediately prior to the effective date of this section at a rate between two rates of a grade in the General Schedule of the Classification Act of 1949, as amended, he shall receive a rate of basic compensation at the higher of the two corresponding rates in effect on and after such date.

(3) If the officer or employee is receiving basic compensation immediately prior to the effective date of this section at a rate in excess of the maximum rate for his grade, he shall receive (A) the maximum rate for his

grade in the new schedule, or (B) his existing rate of basic compensation if such existing rate is higher.

(4) If the officer or employee, immediately prior to the effective date of this section, is receiving, pursuant to section 2(b) (4) of the Federal Employees Salary Increase Act of 1955, an existing aggregate rate of compensation determined under section 208(b) of the Act of September 1, 1954 (68 Stat. 1111), plus subsequent increases authorized by law, he shall receive an aggregate rate of compensation equal to the sum of his existing aggregate rate of compensation, on the day preceding the effective date of this section, plus the amount of increase made by this section in the maximum rate of his grade, until (i) he leaves his position, or (ii) he is entitled to receive aggregate compensation at a higher rate by reason of the operation of this Act or any other provision of law; but, when such position becomes vacant, the aggregate rate of compensation of any subsequent appointee thereto shall be fixed in accordance with applicable provisions of law. Subject to clauses (i) and (ii) of the immediately preceding sentence of this paragraph, the amount of the increase provided by this section shall be held and considered for the purposes of section 208(b) of the Act of Sep-

tember 1, 1954, to constitute a part of the existing rate of compensation of the employee.

REDETERMINATIONS OF ACCEPTABLE LEVELS OF COMPETENCE

SEC. 3. Section 701 of the Classification Act of 1949, as amended (5 U.S.C. 1121), is amended by adding the following new subsection at the end thereof:

"(c) Whenever a determination is made under subsection (a) of this section that the work of an officer or employee is not of an acceptable level of competence, he shall be given prompt written notice of that determination and an opportunity for reconsideration of the determination within his department under uniform procedures established by the Commission. If the determination is affirmed upon reconsideration, the employee shall have a right of appeal to the Commission. If the reconsideration or appeal results in a reversal of the earlier determination, the new determination shall supersede the earlier determination and shall be deemed to have been made as of the date of the earlier determination. The authority of the Commission to establish procedures and the right of appeal by the officer or employee to the Commission shall not apply to determinations of acceptable level of competence made by the Librarian of Congress."

POSTAL FIELD SERVICE EMPLOYEES

SEC. 4. (a) Section 3542(a) of title 39, United States Code, is amended to read as follows:

"(a) There is established a basic compensation schedule for positions in the postal field service which shall be known as the Postal Field Service Schedule and for which

the symbol shall be 'PFS'. Except as provided in sections 3543 and 3544 of this title, basic compensation shall be paid to all employees in accordance with such schedule.

"POSTAL FIELD SERVICE SCHEDULE

"PFS	Per annum rates and steps											
	1	2	3	4	5	6	7	8	9	10	11	12
1.....	\$4,086	\$4,221	\$4,356	\$4,491	\$4,626	\$4,761	\$4,896	\$5,031	\$5,166	\$5,301	\$5,436	\$5,571
2.....	4,424	4,569	4,714	4,859	5,004	5,149	5,294	5,439	5,584	5,729	5,874	6,019
3.....	4,780	4,941	5,102	5,263	5,424	5,585	5,746	5,907	6,068	6,229	6,390	6,551
4.....	5,181	5,352	5,523	5,694	5,865	6,036	6,207	6,378	6,549	6,720	6,891	7,062
5.....	5,536	5,722	5,908	6,094	6,280	6,466	6,652	6,838	7,024	7,210	7,396	7,582
6.....	5,941	6,138	6,335	6,532	6,729	6,926	7,123	7,320	7,517	7,714	7,911	8,108
7.....	6,361	6,573	6,785	6,997	7,209	7,421	7,633	7,845	8,057	8,269	8,481	
8.....	6,888	7,116	7,344	7,572	7,800	8,028	8,256	8,484	8,712	8,940		
9.....	7,449	7,697	7,945	8,193	8,441	8,689	8,937	9,185	9,433	9,681		
10.....	8,110	8,385	8,660	8,935	9,210	9,485	9,760	10,035	10,310	10,585		
11.....	8,961	9,267	9,573	9,879	10,185	10,491	10,797	11,103	11,409	11,715		
12.....	9,914	10,251	10,588	10,925	11,262	11,599	11,936	12,273	12,610	12,947		
13.....	10,956	11,334	11,712	12,090	12,468	12,846	13,224	13,602	13,980	14,358		
14.....	12,077	12,497	12,917	13,337	13,757	14,177	14,597	15,017	15,437	15,857		
15.....	13,349	13,810	14,271	14,732	15,193	15,654	16,115	16,576	17,037	17,498		
16.....	14,751	15,264	15,777	16,290	16,803	17,316	17,829	18,342	18,855	19,368		
17.....	16,320	16,890	17,460	18,030	18,600	19,170	19,740	20,310	20,880	21,450		
18.....	18,078	18,710	19,342	19,974	20,606	21,238	21,870	22,502	23,134	23,766		
19.....	20,042	20,741	21,440	22,139	22,838	23,537	24,236	24,935				
20.....	22,217	22,994	23,771	24,548	25,325							

(b) Section 3543(a) of title 39, United States Code, is amended to read as follows:

"(a) There is established a basic compen-

sation schedule which shall be known as the Rural Carrier Schedule and for which the symbol shall be 'RCS'. Compensation shall

be paid to rural carriers in accordance with this schedule.

"RURAL CARRIER SCHEDULE

	"Per annum rates and steps											
	1	2	3	4	5	6	7	8	9	10	11	12
Carrier in rural delivery service; Fixed compensation per annum.....	\$2,301	\$2,412	\$2,523	\$2,634	\$2,745	\$2,856	\$2,967	\$3,078	\$3,189	\$3,300	\$3,411	\$3,522
Compensation per mile per annum for each mile up to 30 miles of route.....	86	88	90	92	94	96	98	100	102	104	106	108
For each mile of route over 30 miles.....	25	25	25	25	25	25	25	25	25	25	25	25

(c) Section 3544(a) of title 39, United States Code, is amended to read as follows:

"(a) There is established a basic compensation schedule which shall be known as the

Fourth Class Office Schedule and for which the symbol shall be 'FOS', for postmasters in post offices of the fourth class which is based on the revenue units of the post office for the

preceding fiscal year. Basic compensation shall be paid to postmasters in post offices of the fourth class in accordance with this schedule.

"FOURTH CLASS OFFICE SCHEDULE

"Revenue units	Per annum rates and steps											
	1	2	3	4	5	6	7	8	9	10	11	12
30 but fewer than 36.....	\$3,906	\$4,035	\$4,164	\$4,293	\$4,422	\$4,551	\$4,680	\$4,809	\$4,938	\$5,067	\$5,196	\$5,325
24 but fewer than 30.....	3,610	3,729	3,848	3,967	4,086	4,205	4,324	4,443	4,562	4,681	4,800	4,919
18 but fewer than 24.....	2,978	3,079	3,180	3,281	3,382	3,483	3,584	3,685	3,786	3,887	3,988	4,089
12 but fewer than 18.....	2,339	2,415	2,491	2,567	2,643	2,719	2,795	2,871	2,947	3,023	3,099	3,175
6 but fewer than 12.....	1,687	1,741	1,795	1,849	1,903	1,957	2,011	2,065	2,119	2,173	2,227	2,281
Fewer than 6.....	1,359	1,403	1,447	1,491	1,535	1,579	1,623	1,667	1,711	1,755	1,799	1,843

(d) The basic compensation of each employee subject to the Postal Field Service Schedule, the Rural Carrier Schedule, or the Fourth Class Office Schedule immediately prior to the effective date of this section shall be determined as follows:

(1) Each employee shall be assigned to the same numerical step for his position which he had attained immediately prior to such effective date. If changes in levels or steps would otherwise occur on such effective date without regard to enactment of this Act, such changes shall be deemed to have occurred prior to conversion.

(2) If the existing basic compensation is greater than the rate to which the employee is converted under paragraph (1) of this subsection, the employee shall be placed in the lowest step which exceeds his basic compensation. If the existing basic compensation exceeds the maximum step of his position, his existing basic compensation shall be established as his basic compensation.

POSTAL SERVICE OVERTIME AND HOLIDAY COMPENSATION

SEC. 5. (a) Section 3571 of title 39, United States Code, is amended to read as follows:

"§ 3571. Maximum hours of work

"(a) A basic workweek is established for all postal field service employees consisting of five eight-hour days. The work schedule of employees shall be regulated so that the eight hours of service does not extend over a longer period than ten consecutive hours.

"(b) The Postmaster General shall establish work schedules in advance for annual rate regular employees consisting of five eight-hour days in each week.

"(c) Except for emergencies as determined by the Postmaster General, the hours of service of any employee shall not extend over a longer period than twelve consecutive hours, and no employee may be required to work more than twelve hours in one day.

"(d) To the maximum extent practicable,

senior regular employees shall be assigned to a basic workweek Monday through Friday, inclusive, except for those who express a preference for another basic workweek."

(b) Section 3573 of title 39, United States Code, is amended to read as follows:

"§ 3573. Compensatory time, overtime, and holidays

"(a) In emergencies or if the needs of the service require, the Postmaster General may require employees to perform overtime work or to work on holidays. Overtime work is any work officially ordered or approved which is performed by—

"(1) an annual rate regular employee in excess of his regular work schedule,

"(2) an hourly rate regular employee in excess of eight hours in a day or forty hours in a week, and

"(3) a substitute employee in excess of forty hours in a week.

The Postmaster General shall determine the

day and week used in computing overtime work.

"(b) For each hour of overtime work the Postmaster General shall compensate an employee in the 'PFS' Schedule as follows:

"(1) He shall pay each employee in or below salary level PFS-7 compensation at the rate of 150 per centum of the hourly rate of basic compensation for his level and step computed by dividing the scheduled annual rate of basic compensation by two thousand and eighty.

"(2) He shall grant each employee in or above salary level PFS-8 compensatory time equal to the overtime worked, or in his discretion in lieu thereof pay such employee compensation at the rate of 150 per centum of the hourly rate of basic compensation of the employee or of the hourly rate of the basic compensation for the highest step of salary level PFS-7, whichever is the lesser.

"(c) For officially ordered or approved time worked on a day referred to as a holiday in the Act of December 26, 1941 (55 Stat. 862; 5 U.S.C. 87b), or on a day designated by Executive order as a holiday for Federal employees, under regulations, prescribed by the Postmaster General, an employee in the PFS schedule shall receive extra compensation, in addition to any other compensation provided for by law, as follows:

"(1) Each regular employee in or below salary level PFS-7 shall be paid extra compensation at the rate of 100 per centum of the hourly rate of basic compensation for his level and step computed by dividing the scheduled annual rate of basic compensation by two thousand and eighty.

"(2) Each regular employee in or above salary level PFS-8 shall be granted compensatory time in an amount equal to the time worked on such holiday within thirty working days thereafter or, in the discretion of the Postmaster General, in lieu thereof shall be paid extra compensation for the time so worked at the rate of 100 per centum of the hourly rate of basic compensation for his level and step computed by dividing the scheduled annual rate of basic compensation by two thousand and eighty.

"(3) For work performed on Christmas Day (A) each regular employee shall be paid extra compensation at the rate of 150 per centum of the hourly rate of basic compensation for his level and step, computed by dividing the scheduled annual rate of basic compensation by two thousand and eighty, and (B) each substitute employee shall be paid extra compensation at the rate of 50 per centum of the hourly rate of basic compensation for his level and step.

"(d) The Postmaster General shall establish conditions for the use of compensatory time earned and the payment of compensation for unused compensatory time.

"(e) Each regular employee whose regular work schedule includes an eight-hour period of service any part of which is within the period commencing at midnight Saturday and ending at midnight Sunday shall be paid extra compensation at the rate of 25 per centum of his hourly rate of basic compensation for each hour of work performed during that eight-hour period of service.

"(f) If an employee is entitled under this section to unused compensatory time at the time of his death, the Postmaster General shall pay at the rate prescribed in this section, but not less than a sum equal to the employee's hourly basic compensation, for each hour of such unused compensatory time to the person or persons surviving at the date of such employee's death. Such payment shall be made in the order of pre-

cedence prescribed in the first section of the Act of August 3, 1950 (5 U.S.C. 61f), and shall be a bar to recovery by any other persons of amounts so paid.

"(g) Notwithstanding any provision of this section other than subsection (f), no employee shall be paid overtime or extra compensation for a pay period which when added to his basic compensation for the pay period exceeds one twenty-sixth of the annual rate of basic compensation for the highest step of salary level PFS-17.

"(h) For the purposes of this section and section 3571 of this title—

"(1) 'Annual rate regular employee' means an employee for whom the Postmaster General has established a regular work schedule consisting of five eight-hour days in accordance with section 3571 of this title.

"(2) 'Hourly rate regular employee' means an employee for whom the Postmaster General has established a regular work schedule consisting of not more than forty hours a week.

"(3) 'Substitute employee' means an employee for whom the Postmaster General has not established a regular work schedule."

(c) Section 3575 of title 39, United States Code, is amended to read as follows:

"§ 3575. Exemptions

"(a) Sections 3571, 3573 and 3574 of this title do not apply to postmasters, rural carriers, postal inspectors, and employees in salary level PFS-15 and above.

"(b) Sections 3571 and 3573 of this title do not apply to employees referred to in section 3581 of this title.

"(c) Sections 3571 (a), (b), and (d), and 3573(e) of this title do not apply to substitute employees.

"(d) Section 3571(b) of this title does not apply to hourly rate regular employees."

POSTAL EMPLOYEES RELOCATION EXPENSES

SEC. 6. (a) That part of chapter 41 of title 39, United States Code, which precedes the center heading "Special Classes of Employees" and section 3111 thereof, is amended by inserting at the end thereof the following new section:

"§ 3107. Postal employees relocation expenses

"Notwithstanding any other provision of law, each employee in the postal field service who is transferred or relocated from one official station to another shall, under regulations promulgated by the Postmaster General, be granted the following allowances and expenses:

"(1) Per diem allowance, in lieu of subsistence expenses, for each member of his immediate family while en route between his old and new official stations, not in excess of the maximum per diem rates prescribed by or pursuant to law for employees of the Federal Government.

"(2) Subsistence expenses of the employee and each member of his immediate family for a period of not to exceed thirty days while occupying temporary quarters at the place of his new official duty station, but not in excess of the maximum per diem rates prescribed by or pursuant to law for employees of the Federal Government.

"(3) Five days of leave with pay which shall not be charged to any other leave to which he is entitled under existing law."

(b) That part of the table of contents of such chapter 41 under the heading "Employees Generally" is amended by inserting "3107. Postal employees relocation expenses." immediately below

"3106. Special compensation rules."

EMPLOYEES IN THE DEPARTMENT OF MEDICINE AND SURGERY OF THE VETERANS' ADMINISTRATION

SEC. 7. Section 4107 of title 38, United States Code, relating to grades and pay scales for certain positions within the Department of Medicine and Surgery of the Veterans' Administration, is amended to read as follows:

"§ 4107. Grades and pay scales

"(a) The per annum full-pay scale or ranges for positions provided in section 4103 of this title, other than Chief Medical Director and Deputy Chief Medical Director, shall be as follows:

"SECTION 4103 SCHEDULE

"Assistant Chief Medical Director, \$25,382. Medical Director, \$22,217 minimum to \$25,325 maximum.

"Director of Nursing Service, \$17,055 minimum to \$22,365 maximum.

"Director of Chaplain Service, \$17,055 minimum to \$22,365 maximum.

"Chief Pharmacist, \$17,055 minimum to \$22,365 maximum.

"Chief Dietitian, \$17,055 minimum to \$22,365 maximum.

"(b) (1) The grades and per annum full-pay ranges for positions provided in paragraph (1) of section 4104 of this title shall be as follows:

"PHYSICIAN AND DENTIST SCHEDULE

"Director grade, \$19,619 minimum to \$25,043 maximum.

"Executive grade, \$18,291 minimum to \$24,024 maximum.

"Chief grade, \$17,055 minimum to \$22,365 maximum.

"Senior grade, \$14,680 minimum to \$19,252 maximum.

"Intermediate grade, \$12,510 minimum to \$16,425 maximum.

"Full grade, \$10,619 minimum to \$13,931 maximum.

"Associate grade, \$8,961 minimum to \$11,715 maximum.

"NURSE SCHEDULE

"Assistant Director grade, \$14,680 minimum to \$19,252 maximum.

"Chief grade, \$12,510 minimum to \$16,425 maximum.

"Senior grade, \$10,619 minimum to \$13,931 maximum.

"Intermediate grade, \$8,961 minimum to \$11,715 maximum.

"Full grade, \$7,479 minimum to \$9,765 maximum.

"Associate grade, \$6,540 minimum to \$8,502 maximum.

"Junior grade, \$5,702 minimum to \$7,430 maximum.

"(2) No person may hold the director grade unless he is serving as a director of a hospital, domiciliary, center, or outpatient clinic (independent). No person may hold the executive grade unless he holds the position of chief of staff at a hospital, center, or outpatient clinic (independent), or the position of clinic director at an outpatient clinic, or comparable position."

FOREIGN SERVICE OFFICERS; STAFF OFFICERS AND EMPLOYEES

SEC. 8. (a) The fourth sentence of section 412 of the Foreign Service Act of 1946, as amended (22 U.S.C. 867), is amended to read as follows: "The per annum salaries of Foreign Service officers within each of the other classes shall be as follows:

"Class 1.....	\$23,465	\$24,284	\$25,382				
Class 2.....	18,954	19,612	20,270	\$20,928	\$21,586	\$22,244	\$22,902
Class 3.....	15,395	15,929	16,463	16,997	17,531	18,065	18,599
Class 4.....	12,510	12,945	13,380	13,815	14,250	14,685	15,120
Class 5.....	10,303	10,661	11,019	11,377	11,735	12,093	12,451
Class 6.....	8,594	8,889	9,184	9,479	9,774	10,069	10,364
Class 7.....	7,262	7,506	7,750	7,994	8,238	8,482	8,726
Class 8.....	6,269	6,476	6,683	6,890	7,097	7,304	7,511"

(b) The second sentence of subsection (a) of section 415 of such Act (22 U.S.C. 870(a)) is amended to read as follows: "The per annum salaries of such staff officers and employees within each class shall be as follows:

"Class 1.....	\$15,395	\$15,929	\$16,463	\$16,997	\$17,531	\$18,065	\$18,599	\$19,133	\$19,667	\$20,201
Class 2.....	12,510	12,945	13,380	13,815	14,250	14,685	15,120	15,555	15,990	16,425
Class 3.....	10,303	10,661	11,019	11,377	11,735	12,093	12,451	12,809	13,167	13,525
Class 4.....	8,594	8,889	9,184	9,479	9,774	10,069	10,364	10,659	10,954	11,249
Class 5.....	7,749	8,013	8,277	8,541	8,805	9,069	9,333	9,597	9,861	10,125
Class 6.....	6,998	7,231	7,464	7,697	7,930	8,163	8,396	8,629	8,862	9,095
Class 7.....	6,428	6,640	6,852	7,064	7,276	7,488	7,700	7,912	8,124	8,336
Class 8.....	5,688	5,880	6,072	6,264	6,456	6,648	6,840	7,032	7,224	7,416
Class 9.....	5,190	5,361	5,532	5,703	5,874	6,045	6,216	6,387	6,558	6,729
Class 10.....	4,641	4,797	4,953	5,109	5,265	5,421	5,577	5,733	5,889	6,045"

(c) Foreign Service officers, Reserve officers, and Foreign Service staff officers and employees who are entitled to receive basic compensation immediately prior to the effective date of this section at one of the rates provided by section 412 or 415 of the Foreign Service Act of 1946 shall receive basic compensation, on and after such effective date, at the rate of their class determined to be appropriate by the Secretary of State.

SEVERANCE PAY

SEC. 9. (a) Except as provided in subsection (b) of this section, this section applies to each civilian officer or employee in or under—

(1) the executive branch of the Government of the United States, including each corporation wholly owned or controlled by the United States;

(2) the Library of Congress;

(3) the Government Printing Office;

(4) the General Accounting Office; or

(5) the municipal government of the District of Columbia.

This section also applies to person employed by the county committees established pursuant to section 8(b) of the Soil Conservation and Domestic Allotment Act (16 U.S.C. 590h(b)), and the Secretary of Agriculture is authorized and directed to prescribe and issue such regulations as may be necessary to provide a means of effecting the application and operations of the provisions of this section with respect to such persons.

(b) This section does not apply to—

(1) an officer or employee whose rate of basic compensation is fixed at a rate provided for one of the levels of the Federal Executive Salary Schedule or is in excess of the highest rate of grade 18 of the General Schedule of the Classification Act of 1949, as amended;

(2) an officer or employees serving under an appointment with a definite time limitation, except one so appointed for full-time employment, without a break in service or after a separation of three days or less, following service under an appointment without time limitation;

(3) an alien employee who occupies a position outside the several States, the District of Columbia, and the Canal Zone;

(4) an officer or employee who is subject to the Civil Service Retirement Act, as amended, or any other retirement law or retirement system applicable to Federal officers or employees or members of the uniformed services, and who, at the time of separation from the service, has fulfilled the requirements for immediate annuity under any such law or system;

(5) an officer or employee who, at the time of separation from the service, is receiving compensation under the Federal Employees' Compensation Act, as amended, except one receiving this compensation concurrently with salary or on account of the death of another person;

(6) an officer or employee who, at the time of separation from the service, is entitled to receive other severance pay from the Government;

(7) officers and employees of the Tennessee Valley Authority; and

(8) such other officers or employees as may be excluded by rules and regulations of the President or of such officer or agency as he may designate.

(c) An officer or employee to whom this section applies who is involuntarily separated from the service, on or after the effective date of this section, not by removal for cause on charges of misconduct, delinquency, or inefficiency, shall, under rules and regulations prescribed by the President or such officer or agency as he may designate, be paid severance pay in regular pay periods by the department, independent establishment, corporation, or other governmental unit, from which separated.

(d) Severance pay shall consist of two elements, a basic severance allowance and an age adjustment allowance. The basic severance allowance shall be computed on the basis of one week's basic compensation at the rate received immediately before separation for each year of civilian service up to and including ten years for which severance pay has not been received under this or any other authority and two weeks' basic compensation at such rate for each year of civilian service beyond ten years for which severance pay has not been received under this or any other authority. The age adjustment allowance shall be computed on the basis of 10 per centum of the total basic severance allowance for each year by which the age of the recipient exceeds forty years at the time of separation. Total severance pay received under this section shall not exceed one year's pay at the rate received immediately before separation.

(e) An officer or employee may be paid severance pay only after having been employed currently for a continuous period of at least twelve months.

(f) If an officer or employee is reemployed by the Federal Government or the municipal government of the District of Columbia before the expiration of the period covered by payments of severance pay, the payments shall be discontinued beginning with the date of reemployment and the service represented by the unexpired portion of the period shall be reccredited to the officer or employee for use in any subsequent computations of severance pay. For the purposes of subsection (e), reemployment which causes severance pay to be discontinued shall be considered as employment continuous with that serving as the basis for the severance pay.

(g) If the officer or employee dies before the expiration of the period covered by payments of severance pay, the payments of severance pay with respect to such officer or employee shall be continued as if such officer

or employee were living and shall be paid on a pay period basis to the survivor or survivors of such officer or employee in accordance with the first section of the Act of August 3, 1950 (5 U.S.C. 61f).

(h) Severance pay under this section shall not be a basis for payment, nor be included in the basis for computation, of any other type of Federal or District of Columbia Government benefits and, any period covered by severance pay shall not be regarded as a period of Federal or District of Columbia Government service or employment.

AGRICULTURAL STABILIZATION AND CONSERVATION, COUNTY COMMITTEE EMPLOYEES

SEC. 10. The rates of compensation of persons employed by the county committees established pursuant to section 8(b) of the Soil Conservation and Domestic Allotment Act (16 U.S.C. 590h(b)) shall be increased by amounts equal, as nearly as may be practicable, to the increases provided by section 2(a) of this Act for corresponding rates of compensation.

LEGISLATIVE BRANCH

SEC. 11. (a) Except as otherwise provided in this section, each officer or employee in or under the legislative branch of the Government, whose rate of compensation is increased by section 5 of the Federal Employees Pay Act of 1946, shall be paid additional compensation at the rate of 3.6 per centum of his gross rate of compensation (basic compensation plus additional compensation authorized by law).

(b) The total annual compensation in effect immediately prior to the effective date of this section of each officer or employee of the House of Representatives, whose compensation is disbursed by the Clerk of the House and is not increased by reason of any other provision of this section, shall be increased by an amount which is equal to the amount of the increase provided by subsection (a) of this section; except that this section shall not apply to the compensation of student congressional interns authorized by H. Res. 416 of the Eighty-ninth Congress.

(c) The rates of compensation of employees of the House of Representatives whose compensation is fixed by the House Employees Schedule under the House Employees Position Classification Act (78 Stat. 1079; Public Law 88-652; 2 U.S.C. 291-303) shall be increased by amounts equal, as nearly as may be practicable, to the increases provided by subsection (a) of this section; except, that this section shall not apply to the compensation of those employees whose compensation is fixed by the House Wage Schedule of such Act.

(d) The additional compensation provided by this section shall be considered a part of basic compensation for the purposes of the Civil Service Retirement Act (5 U.S.C. 2251 and the following).

(e) Section 601(a) of the Legislative Reorganization Act of 1946, as amended (2 U.S.C. 31), is amended to read as follows:

"(a) The compensation of Senators, Representatives in Congress, and the Resident Commissioner from Puerto Rico shall be at the rate of \$30,000 per annum each. The compensation of the Speaker of the House of Representatives shall be at the rate of \$43,000 per annum. The compensation of the Majority Leader and the Minority Leader of the Senate and the Majority Leader and the Minority Leader of the House of Representatives shall be at the rate of \$35,000 per annum each."

(f) The basic compensation of each employee in the office of a Senator is hereby adjusted, effective on the first day of the month following the date of enactment of this Act, to the lowest multiple of \$60 which will provide a gross rate of compensation not less than the gross rate such employee was receiving immediately prior thereto, except that the foregoing provisions of this subsection shall not apply in the case of any employee if on or before the fifteenth day

following the date of enactment of this Act, the Senator by whom such employee is employed notifies the disbursing office of the Senate in writing that he does not wish such provisions to apply to such employee. No employee whose basic compensation is adjusted under this subsection shall receive any additional compensation under subsection (a) for any period prior to the effective date of such adjustment during which such employee was employed in the office of the Senator by whom he is employed on the first day of the month following the enactment of this Act. No additional compensation shall be paid to any person under subsection (a) for any period prior to the first day of the month following the date of enactment of this Act during which such person was employed in the office of a Senator (other than a Senator by whom he is employed on such day) unless on or before the fifteenth day following the date of enactment of this Act such Senator notifies the disbursing office of the Senate in writing that he wishes such employee to receive such additional compensation for such period. In any case in which, at the expiration of the time within which a Senator may give notice under this section, such Senator is deceased, such notice shall be deemed to have been given.

(g) Notwithstanding the provision referred to in subsection (h), the rates of gross compensation of the Secretary for the Majority of the Senate, the Secretary for the Minority of the Senate, the Chief Reporter of Debates of the Senate, the Parliamentarian of the Senate, the Senior Counsel in the Office of the Legislative Counsel of the Senate, the Chief Clerk of the Senate, the Chaplain of the Senate, and the Postmaster and Assistant Postmaster of the Senate are hereby increased by 3.6 per centum.

(h) The paragraph imposing limitations on basic and gross compensation of officers and employees of the Senate appearing under the heading "SENATE" in the Legislative Appropriation Act, 1956, as amended (74 Stat. 304; Public Law 86-568), is amended by striking out "\$22,945" and inserting in lieu thereof "\$23,770".

(i) The limitation on gross rate per hour per person provided by applicable law on the effective date of this section with respect to the folding of speeches and pamphlets for the Senate is hereby increased by 3.6 per centum. The amount of such increase shall be computed to the nearest cent, counting one-half cent and over as a whole cent. The provisions of subsection (a) of this section shall not apply to employees whose compensation is subject to such limitation.

FEDERAL JUDICIAL SALARIES

SEC. 12. (a) The rates of basic compensation of officers and employees in or under the judicial branch of the Government whose rates of compensation are fixed by or pursuant to paragraph (2) of subdivision a of section 62 of the Bankruptcy Act (11 U.S.C. 102(a)(2)), section 3656 of title 18, United States Code, the third sentence of section 603, sections 671 to 675, inclusive, or section 604(a)(5), of title 28, United States Code, insofar as the latter section applies to graded positions, are hereby increased by amounts reflecting the respective applicable increases provided by section 2(a) of this Act in corresponding rates of compensation for officers and employees subject to the Classification Act of 1949, as amended. The rates of basic compensation of officers and employees holding ungraded positions and whose salaries are fixed pursuant to such section 604(a)(5) may be increased by the amounts reflecting the respective applicable increases provided by section 2(a) of this Act in corresponding rates of compensation for officers and employees subject to the Classification Act of 1949, as amended.

(b) The limitations provided by applicable law on the effective date of this section with respect to the aggregate salaries payable to secretaries and law clerks of circuit and district judges are hereby increased by amounts which reflect the respective applicable increases provided by section 2(a) of this Act in corresponding rates of compensation for officers and employees subject to the Classification Act of 1949, as amended.

(c) Section 753(e) of title 28, United States Code (relating to the compensation of court reporters for district courts), is amended by striking out the existing salary limitation contained therein and inserting a new limitation which reflects the respective applicable increases provided by section 2(a) of this Act in corresponding rates of compensation for officers and employees subject to the Classification Act of 1949, as amended.

INCREASED UNIFORM ALLOWANCE

SEC. 13. The Federal Employees Uniform Allowance Act, as amended (68 Stat. 1114; 5 U.S.C. 2131), is amended by striking out "\$100" wherever it appears therein and inserting in lieu thereof "\$125".

MAXIMUM SALARY INCREASE LIMITATION

SEC. 14. Except as otherwise provided in section 11(e), no rate of salary shall be increased, by reason of the enactment of this title, to an amount in excess of the salary rate now or hereafter in effect for Level V of the Federal Executive Salary Schedule.

ADJUSTMENT OF SALARY RATES FIXED BY ADMINISTRATIVE ACTION

SEC. 15. (a) The rates of basic compensation of assistant United States attorneys whose basic salaries are fixed pursuant to section 508 of title 28, United States Code, shall be increased by 3.6 per centum effective on the first day of the first pay period which begins on or after October 1, 1965.

(b) Notwithstanding section 3679 of the Revised Statutes, as amended (31 U.S.C. 665), the rates of compensation of officers and employees of the Federal Government and of the municipal government of the District of Columbia whose rates of compensation are fixed by administrative action pursuant to law and are not otherwise increased by this Act are hereby authorized to be increased effective on or after the first day of the first pay period which begins on or after October 1, 1965, by amounts not to exceed the increases provided by this Act for corresponding rates of compensation in the appropriate schedule or scale of pay.

(c) Nothing contained in this section shall be deemed to authorize any increase in the rates of compensation of officers and employees whose rates of compensation are fixed and adjusted from time to time as nearly as is consistent with the public interest in accordance with prevailing rates or practices.

(d) Nothing contained in this section shall affect the authority contained in any law pursuant to which rates of compensation may be fixed by administrative action.

TRAVEL ON OFFICIAL DUTY TIME

SEC. 16. Section 204 of the Federal Employees Pay Act of 1945, as amended (68 Stat. 1110; 5 U.S.C. 912b), is amended by adding at the end thereof the following sentence: "To the maximum extent practicable, the head of any department, independent establishment, or agency, including Government-owned or controlled corporations, or of the municipal government of the District of Columbia, or the head of any legislative or judicial agency to which this title applies, shall schedule the time to be sent by an office or employee in a travel status away from his official duty station within the regularly scheduled workweek of such officer or employee."

EFFECTIVE DATES

SEC. 17. This title shall become effective as follows:

(1) This section and sections 1, 9, 13, 15, 16, and 18, and section 3107(3) of title 39, United States Code, as contained in the amendment made by section 6(a) of this Act, shall become effective on the date of enactment of this Act.

(2) Section 5 shall become effective on the first day of the first pay period which begins on or after the date of enactment of this Act.

(3) Sections 2, 4, 7, 8, 10, 11, 12, and 14 shall become effective on the first day of the first pay period which begins on or after October 1, 1965.

(4) Section 3 shall become effective on the ninetieth day following the date of enactment of this Act.

(5) Section 6(b), and section 3107 (1) and (2) of title 39, United States Code, as contained in the amendment made by section 6(a) of this Act, shall become effective as of July 1, 1965.

(6) For the purpose of determining the amount of insurance for which an individual is eligible under the Federal Employees' Group Life Insurance Act of 1954, all changes in rates of compensation or salary which result from the enactment of this Act shall be held and considered to be effective as of the date of such enactment.

PAYMENT OF RETROACTIVE SALARY

SEC. 18. (a) Retroactive compensation or salary shall be paid by reason of this Act only in the case of an individual in the service of the United States (including service in the Armed Forces of the United States) or the municipal government of the District of Columbia on the date of enactment of this Act, except that such retroactive compensation or salary shall be paid (1) to an officer or employee who retired during the period beginning on the effective date prescribed by section 17(3) and ending on the date of enactment of this Act for services rendered during such period and (2) in accordance with the provisions of the Act of August 3, 1950 (Public Law 636, Eighty-first Congress), as amended (5 U.S.C. 61f-61k), for services rendered during the period beginning on the effective date prescribed by section 17(3) and ending on the date of enactment of this Act by an officer or employee who dies during such period. Such retroactive compensation or salary shall not be considered as basic salary for the purpose of the Civil Service Retirement Act in the case of any such retired or deceased officer or employee.

(b) For the purposes of this section, service in the Armed Forces of the United States, in the case of an individual relieved from training and service in the Armed Forces of the United States or discharged from hospitalization following such training and service, shall include the period provided by law for the mandatory restoration of such individual to a position in or under the Federal Government or the municipal government of the District of Columbia.

Mr. MONRONEY. Mr. President, the Senate Post Office and Civil Service Committee, after careful consideration of the proposals originally submitted to the Congress by the President on Federal salary legislation and the House-passed bill, H.R. 10281, has reported to the Senate and recommends enactment of its amendment to H.R. 10281, which varies considerably from the President's proposals and the House-passed bill.

The committee amendment does not grant to Federal employees all they desire or deserve or will eventually get

when it is possible to make the full comparability policy of the 1962 Federal Salary Reform Act a reality. But it is a bill which gives a 3.6-percent, across-the-board increase to all Federal civilian employees—thus making the salaries paid to the lowest grades and levels of Government employees comparable with the salaries paid to their counterparts in private enterprise based on the latest available statistics and preventing the gap in the higher levels from widening further.

The amount of the increase—3.6 percent—goes beyond what the President originally recommended in salary and fringe benefits, but it is carefully designed to remain within the President's wage-price guideposts which have been so effective in maintaining price stability in this country and which have been accepted voluntarily by the leaders of private employee organizations as the basis for settlement of wage negotiations.

The committee amendment does not contain the procedural reforms recommended by the President, nor the automatic second-stage increases next year contained in the House-passed bill and implied in the President's original proposals. But it does give to Federal employees this year a substantial pay increase—certainly in terms of increase in employee productivity—and it reserves to the Congress and to the President the right to consider additional salary legislation next year with the latest figures on private enterprise salaries in hand and with the benefit of firm knowledge of the state of our economy and the requirements of our continuing struggle in Vietnam.

Above all, Mr. President, the bill recommended by the committee is a good bill. It is a responsible bill. It is an attainable bill. It is a noninflationary bill that will not be vetoed.

Before discussing in greater detail the committee's reasons for eliminating the second stage automatic increase contained in the House-passed bill and reducing the 4 percent raise to 3.6, I want to point out the liberalizations in fringe benefits for employees which, although not as great as those in the House-passed bill, represents a change in the Government's official attitude toward fringe benefits and will put into the pockets of Government employees benefits long overdue.

The committee amendment—

Liberalizes the overtime pay for postal employees by paying them premium pay for work in excess of 40 hours a week at the rate of 150 percent of their basic pay;

Provides premium pay for Sunday work at the rate of 125 percent of basic compensation where Sunday is one of the employee's 5 regular workdays;

Makes mandatory the payment of premium pay for work on official holidays for postal employees in PFS-7 and below;

Provides special relocation expenses for postal employees who have been forced to move as a result of the modernization of postal operations, such as the introduction of the ZIP code and sectional center concepts;

Increases the uniform allowance for Federal employees by 25 percent from the current \$100 a year to \$125 a year;

Authorizes payment for the first time of severance pay to Federal employees who through no fault of their own and because of the dislocations resulting from technological innovations and improved governmental efficiency, have lost their jobs;

Amends the Federal Salary Reform Act of 1962 to give employees a right to appeal to the Civil Service Commission from adverse determinations of acceptable levels of competence;

Establishes a policy that to the maximum extent practicable Government employees' travel should be scheduled during the regular workweek; and

Gives preference to senior postal employees for a Monday through Friday work schedule.

One of the major differences between the House-passed bill and the committee amendment is the elimination of the automatic second-stage increase in Federal salaries in October 1966. The amount of the increase in the House bill would have depended upon evidence available to the Bureau of Labor Statistics at that time, but it was indicated that closing one-half of the comparability gap plus granting all of the anticipated 1965-66 percentage increase in private enterprise would have resulted in increases from perhaps 3 percent in the lower grades to as much as 8 percent in the higher grades. The estimated cost of the increase was \$800 million.

The automatic increase had the advantages of being based on statistical evidence of rates being paid in the private sector and partially fulfilling the policy of comparability enacted in 1962. It had the disadvantages of anticipating differences in private and public pay which cannot be ascertained in advance and might not be ascertainable in October, 1966, and committing public funds in advance during a period when our needs in Vietnam are uncertain and when caution should be exercised in maintaining the delicate balance required to keep our economy from overheating or cooling off.

The committee has not concluded that Congress is unable to enact fair and equitable salary legislation. Indeed, by adhering to wage-price guide lines for 1965, the committee is deeply committed to undertake consideration of salary legislation early in the second session of the 89th Congress. The committee will make every effort to accelerate the achievement of comparability and reduce the 15 to 18-month lag which occurs between the date the Bureau of Labor Statistics report is available and the time Congress usually enacts salary legislation.

Before the end of calendar year 1965, the committee will have available the annual report of the Bureau of Labor Statistics on salary rates paid in private enterprise in the spring of 1965. The committee will give prompt consideration to this report at the earliest possible time next year. Congress has in the past few years enacted progressive and far-reaching compensation legislation. Next year

and in the years to follow Congress will strive to make the policy of the 1962 act a reality in as short a time period as possible.

The other major difference between the House-passed bill and the committee amendment is the reduction of the increase from 4 to 3.6 percent. The reduction was based, not on the amount of money entailed, but on the President's strong recommendation and the committee's agreement that salary increases for Federal employees in 1965 should be within the wage-price guideposts which have been used in arriving at equitable wage settlements in private enterprise during the past few years.

The Federal Salary Reform Act of 1962, which established comparability with private enterprise salaries as the Government's basic compensation policy, was a landmark in Federal salary legislation. The 1962 salary increases, in two stages which averaged more than 10 percent for all employees—and substantially more in the upper grades where the gap between private employment and Federal employment was greatest—did much to attain comparable rates. The 1964 salary legislation, which increased executive rates by about 30 percent and provided further adjustments for all employees averaging more than 4 percent, was another significant step toward attaining comparability.

No one believed that this goal would be easily or quickly achieved. President John F. Kennedy, in his proposals to the 87th Congress, suggested a three-staged increase in an effort to ease the budgetary implications of salary increases. President Johnson in 1965 proposed a 3-percent increase in an effort to close the gap of comparability at the lower levels of employment, and to keep pace with rising costs in annual salary increases at the upper levels.

Mr. JAVITS. Mr. President, will the Senator yield?

Mr. MONRONEY. I shall be happy to yield to the Senator from New York. I should like first to take up the amendments which I have sent to the desk, and ask that they be considered and agreed to en bloc.

On page 66, in respect to the maximum increase limitation, the language should be changed to read: "Act" instead of "title" and on page 68, where it sets out the effective dates in this act, the word should be "Act" rather than "title."

The second amendment is also technical and clarifying. It would provide for payment of retroactive compensation to employees who have been promoted between the effective date of this act, October 1, 1965, and the date of enactment of the act, which will probably be some time in the next week. Any employee who is promoted to a higher grade during that short period of time would be paid retroactive compensation at the rate of pay he was receiving during the period from the effective date of the act to the date of his promotion, and at the rate of pay he received after promotion from the date of his promotion until the date of the enactment of this act.

In other words, this amendment recognizes the rate of pay the employee re-

ceived after promotion for this brief period of time. Inclusion of this provision in the legislation may thus prevent some employees, who have received promotions in the interim, from losing some of their pay to which they are entitled, and which they should receive.

The PRESIDING OFFICER. The amendments will be stated.

The LEGISLATIVE CLERK. On page 66, line 11, in the committee amendment, strike out "title" and substitute "Act". On page 68, line 5, strike out "title" and substitute "Act".

And on page 41, after line 23, insert the following:

(5) If the officer or employee, at any time during the period beginning on the effective date of this section and ending on the date of enactment of this Act, was promoted from one grade under the Classification Act of 1949, as amended, to another such grade at a rate which is above the minimum rate thereof, his rate of basic compensation shall be adjusted retroactively from the effective date of this section to the date on which he was so promoted, on the basis of the rate which he was receiving during the period from such effective date to the date of such promotion and, from the date of such promotion, on the basis of the rate for that step of the appropriate grade of the General Schedule contained in this section which corresponds numerically to the step of the grade of the General Schedule for such officer or employee which was in effect (without regard to this Act) at the time of such promotion.

The PRESIDING OFFICER. The question is on agreeing, en bloc, to the amendments of the Senator from Oklahoma to the committee amendment in the nature of a substitute.

The amendments to the amendment were agreed to.

Mr. BASS. Mr. President, will the Senator yield for the purpose of asking for the yeas and nays on the pending legislation?

Mr. MONRONEY. I yield.

Mr. BASS. Mr. President, I ask for the yeas and nays.

The yeas and nays were ordered.

Mr. JAVITS. Mr. President, the Senator probably knows that we operate the biggest post office in the country in New York, and that thousands of postal workers are concerned. The Senator knows, too, how hard they have fought through the years for the idea of comparability, and how disappointed they are now that the increase which is contemplated being granted by Congress is not based, as the Senator has frankly and typically stated, on complete comparability, but on the overall economic situation in the country.

I feel, notwithstanding my deep concern and deep advocacy of what postal workers wish and what the law promises them in terms of its purposes, that undoubtedly considering the fact that this is near the end of a session, the committee has done what it could legitimately do, to consider that the national economy should observe the benefit and the impact of the guidelines. I feel that there is a rather special case to be made for justice to the postal workers, and I am glad to see the statement in the

committee report, on page 4, that next year Congress will endeavor to make a reality of the comparability concept.

Knowing the Senator as well as I do, I am sure that he does not even have to give me any assurance that he will—

Mr. MONRONEY. Let me say to the Senator from New York that we intend to support the policy and to move closer toward it. I am afraid, however, that there will still be some gaps, because of the wide disparity in the grades under the comparability level. But it is our goal to try to close those gaps as fast as budgetarily possible.

Mr. JAVITS. I am grateful to the Senator for that assurance. Let me emphasize the positive point that the severance-pay provision in section 9 of the bill is a most extraordinarily important one, especially in the closing of any governmental installation. For example, Navy yard workers in New York would naturally hope for retroactivity. I believe that retroactivity would have been just. Again, I appreciate the need for empirical judgment and the fact that there is a provision for severance pay which involves \$50 million, which is itself, notwithstanding that it falls short of the mark in its effective date, an important point, and I express my gratitude to the committee for it. It will be of substantial assistance to many workers affected by installation closings.

Mr. MONRONEY. I thank the Senator from New York.

Mr. JAVITS. Postal workers, especially those with modest seniority rights, are deeply concerned about section 3571 (b), which vests in the Postmaster General the power to establish work schedules in advance for annual-rate regular employees consisting of five 8-hour days in each week. They have feared that this would result in the Postmaster General, possibly, in his own judgment—whatever that may be—imposing upon regular employees work on Sunday. They came to me with the idea of an amendment which would exclude Sunday from this provision.

I have discussed this matter with the distinguished chairman, especially in view of the attitude of the committee, which is set forth on pages 5 and 6 of the report, in which the committee states that it "has encouraged the Department to give preference to the maximum extent practicable to senior regular employees for a basic workweek of Monday through Friday."

I ask the Senator this question: If we left it solely at that, without any color, without any feeling of emphasis on the part of the committee for the maximum extent practicable—and the chairman has been in the Senate a long time, and he knows that the administrator can forget about it and do what he pleases—I do not say that he is going to do wrong, but he is going to do pretty much what he pleases—I believe it would be extremely helpful if the chairman of the committee, as a part of the legislative record, would give us some feeling as to two points: one, the basic feeling of the committee, which I understand from him

is that they will look with disfavor upon the inclusion of Sundays, unless the employee himself wishes it, under the continuous workweek discretion given under the bill to the Postmaster General; and second, and equally important, it seems to me, that the committee will exercise its important oversight jurisdiction to see that the spirit in which it has written this provision, to give the Postmaster General more flexibility than the worker, is carried out in the way that the committee desires, consistent with its view on pages 5 and 6 of the report.

Mr. MONRONEY. Let me refer the Senator from New York to page 46 of the bill, on line 4.

The language reads:

To the maximum extent practicable, senior regular employees shall be assigned to a basic workweek Monday through Friday, inclusive, except for those who express a preference for another basic work week.

This is to emphasize that the assignment of work as a matter of right will go to those who have seniority rights and will be entitled to those days which generally are considered choice in selection. It was impossible, as we had hearings and studied the situation, to make Saturdays and Sundays volunteer days on which only those regular clerks who would offer to serve on those two important days would work. It is true that only a small crew works on those days, but their work is so important to the efficient movement of the mail on a 7-day basis that, if we left the Post Office Department without the right to assign, on an equitable basis, some regulars to work with the substitutes, we could not guarantee the regular movement of the mail.

Mr. JAVITS. I am aware of this provision. This means with some system on a seniority basis, generally speaking.

Mr. MONRONEY. It is written into the bill "to the maximum extent practicable senior regular employees shall be assigned to the basic workweek Monday through Friday."

Mr. JAVITS. If the Senator objects to the way I phrase it, he is a good enough friend of mine to correct me—but is it the desire of the committee, when the Postmaster General or his subordinates order a senior regular employee to work on a Saturday or a Sunday against his wishes, that they should consider it to be a situation which would have to be justified. That does not mean the committee will haul them up; but, *prima facie*, the Senator expects the Department not to do it, unless it has some particularly good reason for doing it, and the committee expects the Department not to do it; is that not correct?

Mr. MONRONEY. We must have some regular employees.

Mr. JAVITS. I agree.

Mr. MONRONEY. And we must not leave a great institution like the Post Office Department without the ability to have control over its clerical work on a Sunday. It would be unthinkable and an impediment to the efficient movement of the mail.

Mr. JAVITS. I do not say that.

Mr. MONRONEY. I am sure the Senator does not want that. I wish to make myself clear as to exactly how the committee felt on these requirements.

Mr. JAVITS. Of course.

Mr. MONRONEY. I do believe, however, that all senior regular employees should have preference in the choice of the workweek.

Mr. JAVITS. Good.

Mr. MONRONEY. Which is Monday through Friday.

Mr. JAVITS. It is the Senator's preference and he intends it to be a preference?

Mr. MONRONEY. Yes.

Mr. JAVITS. Good. That is the main point; so that the Department will have to bear in mind that it has to account for the fact that it may be going against this preference if Department officials feel strongly that they must do so, and they must fully justify their action.

Mr. MONRONEY. We feel that only the younger men who have less experience, and less seniority rights, would be involved in the Saturday and Sunday work, but there must be some.

Mr. JAVITS. I understand. I understand also the concept of preference, which is a good one.

I have one other question: Does the committee contemplate that, generally speaking, the size of the staffs that have to handle the weekend mail will continue, and is this drawn up in light of the fact that it is expected that the size of the staff which has handled weekend mail will continue? Is that going to be about the same?

Mr. MONRONEY. Perhaps a little less, because of the overtime provisions. The overtime provisions will be expensive. I would think such work as has been done on nonpriority mail on Saturdays and Sundays would be largely dispensed with, because of the higher cost of handling it.

Mr. JAVITS. But certainly the Senator does not expect an enlargement of it.

Mr. MONRONEY. I would think the reverse.

Mr. KUCHEL. Mr. President, will the Senator from Oklahoma yield?

Mr. MONRONEY. I yield to the Senator from California.

Mr. KUCHEL. There are discrepancies in the present law as between both Houses of the Congress in the manner in which the chairman of each committee in each House and Members of each House may exercise their authority with respect to the compensation received by their respective staffs.

The distinguished Republican Senate leader [Mr. DIRKSEN] and I have drafted a memorandum and amendment which would provide that the chairmen of the committees in the Senate might appoint as professional staff members those whom they considered qualified to receive salaries at the top of the present Classification Act. This, generally speaking, is what the law is with respect to the chairmen of House committees today.

In addition, our amendment would provide that a Senator, if he so desired, might place one individual on his own staff at compensation not to exceed the

highest grade—GS-18—of the Classification Act, as amended, and two individuals at not to exceed the compensation received by a GS-17.

I ask my friend the floor manager of the bill, the distinguished senior Senator from Oklahoma, whether or not he would accept the amendment.

Mr. MONRONEY. I would have to decline, because the committee made a preliminary study of the amendment the distinguished Senator from California outlined and found it would complicate greatly the entire salary structure of the Senate. For that reason it was the unanimous view of the committee that we should give study to this matter next year, when we can have committee chairmen and Members of Congress before us to outline what they need and want. So I think that should be done so that the salary schedule may be kept consistent and well balanced throughout the range of the important positions in the Senate.

Mr. KUCHEL. Under the circumstances, I ask my friend the floor manager of the bill, if it is contemplated that in the beginning of the second session of this Congress exertions will be made with respect to holding early hearings which will be necessary to arrive at a just decision on this matter which is presently inequitable between the Senate and the House and between the Congress and the executive branch of our Government?

Mr. MONRONEY. We would like to have hearings as early as possible, because considerable study will be required. We found that out in going into some of the legislative employee salaries. We will take another look at the differences between the Senate and House in the payment of top legislative employees, while some House staff position grades are higher than those of the Senate, some of these House employees are not compensated at the highest rate. We would like to go into the whole matter.

Mr. KUCHEL. I thank my friend.

The distinguished Senator from Illinois, the Republican leader [Mr. DIRKSEN], had not desired to press the amendment unless it were acceptable to the chairman. Under these circumstances, I shall not offer the amendment on his and my behalf, but I am also grateful for this colloquy as to what we may look forward to.

Mr. MONRONEY. I thank the Senator.

Mr. RANDOLPH. Mr. President, will the Senator yield?

Mr. MONRONEY. I yield to the Senator from West Virginia, who has had such a great interest in the postal and classified workers over a period of many years, both in the House and in the Senate, and who has been interested in getting the maximum that can be given those workers consistent with the President's antiinflationary program.

Mr. RANDOLPH. Mr. President, the Committee on Post Office and Civil Service has tried to bring to the Senate a measure which would do justice and bring equity to Federal employees, keeping in mind the position of the President of the United States as publicly announced, and realizing that we must

be both reasonable and realistic at this period in the final hours of the 1st session of the 89th Congress.

Although there are differences in degree between the House position and Senate position in respect to certain provisions, the discussions were weighed most carefully within the committee.

I would like the RECORD to reflect that there is no partisanship in this committee. I make that statement very firmly. I express my appreciation not only to the chairman of the committee, the distinguished senior Senator from Oklahoma [Mr. MONRONEY], but I speak with equal commendation of the distinguished minority member of the committee, the Senator from Kansas [Mr. CARLSON], and I speak of the members of the committee, both Democrats and Republicans, who attempted very sincerely to draft legislation which would receive the signature of the President of the United States.

Mr. President, I believe a motion which I had the opportunity and responsibility to make within the committee has, the endorsement of every Member of the Senate, regardless of party.

It is my belief that the distinguished majority leader, MIKE MANSFIELD, and the distinguished minority leader, EVERETT DIRKSEN, or the men who may in the future hold these positions, should receive \$5,000 a year more than other Members of the Senate. There was a unanimous agreement with the motion that was presented. I am sure that in doing what we did and incorporating in the measure this provision, we acted in a manner which not only these two men would naturally be delighted to know about, but I believe we recognized in a responsible fashion the increased pressure which is upon these two leaders of the Senate. I speak of them not in any political sense. They are men whose initiative and industry must at all times be used for the Senate itself, the Senate as an institution of legislative leadership.

I feel that the explanation of the measure itself is, of course, in the capable hands of the chairman of our committee. It is not my desire to prolong the discussion. I do feel, however, that there is a constant cry in some quarters against what is known as so-called inefficiency of our Federal workers.

I become weary when these charges are made, because I am not thinking in terms of persons in the Federal structure who are Democrats or who are Republicans. By and large, those who are employed in the District of Columbia and the metropolitan area of our Capital City, including our effective and loyal personal and committee staffs, those who labor in our home districts and States, are diligent and dedicated. In many instances they are not only capable, but courageous.

I think the action of Congress, reflected in increases in wages and salaries, is an action which is merited by these people, who not only work for themselves through the jobs they hold, but in a sense are representatives of the Federal Government in the communities all over the United States.

Mr. President, I am grateful for the opportunity to join in the discussion of this legislation, and I underscore the desire of the Committee on Post Office and Civil Service to bring to fruition legislation at this time, so that in a degree, if not in a complete and full degree, the Senate recognizes the outstanding services of the splendid men and women employed in our federal system.

I thank the Senator.

Mr. MONRONEY. I thank the distinguished Senator from West Virginia.

The committee amendment recognizes the reality of budgetary problems, the increased costs pertaining to the Defense Department, and the costs of other programs of vital importance enacted in the 89th Congress. The committee amendment eliminates the gap in salaries between private and public employment, based on the most recent evidence available to Congress, for all employees in the first five grades of the Classification Act and the first four levels of the postal field service schedule. For those in higher levels of pay, the 3.6-percent increase will go a long way to bridge the gap.

The dollar difference between 3.6 and 4 percent is small when compared to the total Federal payroll. But the American economy and the guideposts for maintaining the purchase value of the dollar and avoiding the serious threat of inflation in the coming years requires Congress to take other factors into account. The importance of the wage-price guideposts must be recognized.

In reducing the increase from 4 to 3.6 percent, the committee has paid particular attention to the overall package of benefits included in H.R. 10281. Evidence presented to the committee indicated that the 4-percent salary increase—costing \$545 million—coupled with \$210 million in fringe benefits and other liberalizations would substantially exceed the guideposts which private enterprise employees and their elected union officials have agreed to in various labor-management negotiations in the past few years and in recent months.

The committee does not believe it would be in the best interests of the Government, the economy, or the Federal service to upset a policy which has resulted in the observance of 3.2-percent wage-price guideposts in the private sector of the economy by enacting Federal salary legislation amounting to a total increase of more than 5 percent. Nor does it believe that less stringent sacrifices should be asked of Federal employees than are asked of those in private enterprise.

The general guide for noninflationary wage policy has been that the rate of increase in wage rates—including fringe benefits—in each industry be equal to the trend rate of overall productivity increases. If the trend of annual increases in productivity for the whole economy has been 3 percent, the wage rates should rise on the average by 3 percent a year.

Under ideal conditions, the gain from increases in employee productivity throughout the economy would be shared between wage and nonwage incomes by allowing each to grow at the same percentage rate. Business and labor would

share in the gains of the advancing economy and industrial productivity. But at the same time the average of all the unit labor costs in the economy would remain stable.

From 1962 until the present time, wage increases have stayed close to national productivity changes—about 3.2 percent each year. Most of the wage settlements negotiated in collective bargaining fell within the standards set by the guideposts. This, combined with satisfactory productivity gains, has led to a stability of unit labor costs and to the unusual degree of overall price stability in 56 months of uninterrupted progress that has brought many gains to labor and to industry.

The direct role of wage-price guideposts in contributing to this stability has been made clear in the recent contract negotiations in the steel industry. The Government surely must abide by those guideposts itself if it expects private industry to abide by them. How else could the Government request—and achieve—compliance with such principles by the leaders of labor and management?

The U.S. Government is not a business enterprise, and the measurement of productivity gains is difficult to ascertain. In the postal service, which is the largest Government agency in the world, it is estimated that mail volume increases by about 3 percent each year and that employee productivity and additional manpower must absorb that 2-billion-piece increase. Because public pay is fixed by legislation rather than collective bargaining contracts of fixed duration, adjustments have to be made for the period between pay increases.

When allowance is made for the full 15-month period since the last adjustment of Federal salaries, the annual average rate of increase of employees' basic compensation is less than 3 percent. But the additional costs of fringe benefits and other cost items—which are considered part of compensation in the establishment of wage-price guideposts—raises the total cost of the committee amendment to a percentage compatible with the wage-price guideposts. Federal salaries should not exceed that point by a greater margin in 1965.

Of vital importance, the committee amendment of 3.6 percent can be enacted into law in 1965, while the House-passed bill cannot. It will provide the real gains in income which are, in the final analysis, the only way by which the living standards of 2½ million Federal employees and their families can improve.

The decision which the Senate Post Office and Civil Service Committee had to make last week and which we must make today is whether or not Federal civilian employees shall be granted a pay increase and substantial fringe benefits this year. The President has said that he could not accept the House-passed bill. The Senate committee has reported a bill which it believes the President can and will accept.

There are those on the committee, and I am sure there are others in the Senate, who are displeased that the President expressed his opinion on this bill. There

are others who disagree with the committee's decision to adhere to the wage-price guideposts.

I personally believe that the arguments presented by the administration on the necessity of complying with the wage-price guideposts are wise, persuasive, and compelling. I also believe that the President, just as we, has constitutional duties and responsibilities among which are his right to make recommendations to the Congress, to take firm positions, and to refuse to sign into law bills enacted by the Congress which he does not believe are in the public interest. The strong expression of presidential opinion and intention prior to final enactment of legislation by Congress is certainly not unique. In fact, it is a tradition respected and previously exercised by Presidents of all parties.

I believe the President wants to give Federal employees a pay increase this year, as does the Senate committee. But it should be a pay raise in terms of real dollars. It would be a cruel hoax to pass a bill which could spark a widespread inflationary spiral that would erode the value of the dollar and leave Federal employees and other workers with less real benefits than they had before.

Before closing I want to express my profound gratitude and appreciation for the understanding and cooperation of the ranking minority members of the committee, the senior Senator from Kansas, all of the Senators on that side of the aisle, as well as Senators on my side of the aisle for their determination and understanding, and to the other members of the committee on both sides of the table.

We do nothing in this bill that would instigate in this country a widespread wage-price cycle that would destroy the constantly rising economy we have experienced in the past few years.

I also wish to express my deep appreciation and respect for the responsible attitude taken by the leaders of the Federal employee organizations.

I urge the Senate to approve the committee amendment as reported so that Federal employees will receive the benefits in their next paychecks.

Mr. FONG. Mr. President, will the Senator yield?

Mr. MONRONEY. I yield.

Mr. FONG. I commend the distinguished Senator from Oklahoma, the chairman of the Committee on Post Office and Civil Service for a fair statement. The statement was very comprehensive and covered the subject in great detail. He has set forth the many problems the members of the committee faced in this bill and has shown where the present bill differs from that which was passed by the House of Representatives.

The distinguished Senator from Oklahoma has said that not everyone is pleased with the bill. I am not pleased with the bill, but I will support it. I would have preferred a 4-percent increase in base pay rather than the 3.6-percent increase contained in the bill before us. I feel certain that all Members of the minority would prefer a 4-percent increase rather than this 3.6-percent increase.

Much valid testimony was presented to the committee justifying the bill providing for a 4-percent increase, which came to the Senate from the House. The evidence presented in committee justified an increase even as high as 11 percent in some grades. But we were faced with the situation of either having a 3.6-percent bill this session or having no bill at all. We in the committee were faced with a Presidential edict that the President could not accept the House bill providing for a 4-percent increase. Therefore, the committee was forced to reduce the amount to 3.6 percent, which the President said he could accept.

We shall be back in session within two and a half months, and as stated by the chairman of the Committee on Post Office and Civil Service, we shall surely take up again the proposals of a new pay bill, to bring the salaries of Federal classified and postal employees into comparability with the pay of their counterparts in private industry. Therefore, at this time, although reluctantly, I shall support the chairman in the presentation of this bill. I voice the sentiment of my committee colleagues on this side of the aisle—the distinguished Senator from Kansas [Mr. CARLSON], the distinguished Senator from Delaware [Mr. BOGGS], and the distinguished Senator from Wyoming [Mr. SIMPSON]—to go along with this bill. We urge all Senators to support this measure so that at least at this session we shall be able to provide a pay increase for Federal classified and postal employees. They deserve a salary increase, although we believe the increase should be more than 3.6 percent.

We are willing to go along with an increase of 3.6 percent this year. We hope that next year we shall be able to lessen the gap between the pay of statutory-salaried Federal employees and the pay of employees in private industry.

Again, I commend the distinguished Senator from Oklahoma for his fine leadership, his painstaking study of the bill, and for granting to every member of the committee, especially those on this side of the aisle, every consideration in discussing the bill. He has done an excellent job and deserves the finest commendation.

Mr. MONRONEY. I thank the distinguished Senator from Hawaii, who has done so much to help in the formulation of this legislation, as he has of other legislation in the past.

Mr. President, I wish to return to a discussion I had with the distinguished Senator from New York [Mr. JAVITS] with respect to seniority preference on a Monday-through-Friday workweek and to make it absolutely clear in the RECORD that in the bill the Postmaster General retains the full and absolute authority to base his scheduling of employees on what is necessary to move the mail.

The preference contained in the language on page 46 refers to the senior regular employees' preference rights over junior regular employees and substitutes. We would expect that even though there preferences exist, they will be administered compassionately and with an understanding of the problems

of the various employees, and thus make the act more just in its applicability.

If the mail volume requires many regular employees, senior or junior, to work on Sunday, the bill authorizes the Postmaster General to so require it. But that should be done, again, with a consideration for the employees and for their working period.

Mr. ELLENDER. Mr. President, I have always supported legislation to ensure an adequate salary and pay scale for our civil service employees. Of the various groups, including the postal clerks and others, who have come to see me about the pay raise, I have assured them of my interest in their welfare and of my intention to support legislation which would assure them of a fair and equitable salary.

I am very much opposed to section 11 of this bill, which increases the salaries of employees of Congress. A large increase was granted last year both to Members of Congress and their employees. I opposed the legislation then as not being realistic with their responsibilities and duties. It was passed over my objections, even though there was no justification for such large increases. I am opposed to the increases for the legislative branch again this year, not only for the same reasons I expressed last year, but also because the large increases then make this year's provision entirely unconscionable. We cannot pretend to exercise economy in Government on the one hand and pass exorbitant pay increases on the other.

In spite of the fact that H.R. 10281 contains section 11 covering the legislative branch, I do support the bill and I wish to go on record as being in favor of its passage.

Mr. YARBOROUGH. Mr. President, it is a great pleasure for me to be able to join in support of the Federal employees pay raise of 1965. Action on this bill this year demonstrates that Congress is working toward its obligation to provide pay for the Federal worker comparable to that received in similar jobs in private industry. This desirable policy was written into law in the Pay Act of 1962; by our pay bills of 1964 and 1965 we have shown that we are working to meet the obligation that we incurred, but we have not yet reached full comparability.

To get good competent employees the Federal Government has to pay salaries as good as people with comparable abilities can get in private industry. We demean our Government and the Federal employees if we fail to negate any idea that we intend to run this great Government with anything less than the most competent workers available. For a long period, Federal pay did lag far behind the salary raises being given by private business, but now we are catching up. The "comparability gap" has been cut down by these pay acts of 1962, 1964, and 1965, and we expect now to be able to go far toward liquidating the gap next year.

These gains for the Federal employee and the dignity of the Federal Government have been achieved through the leadership of the two chairmen of the

Senate Post Office and Civil Service Committee whom I have known. The late beloved Olin Johnston was the man who got this basic policy enacted into law in 1962; the Federal Government workers never had a more faithful friend.

However, the sad passing of Olin Johnston this spring brought to the chairmanship of our Committee another man who is destined to write a great record in his work on Federal employee matters. The senior Senator from Oklahoma [Mr. MONRONEY] has proved himself as an able and dedicated leader for our Post Office and Civil Service Committee. In the very difficult and trying circumstances that preceded the reporting of this bill from our committee, Senator MONRONEY used the utmost skill and patience to bring about the final result. The aim to which he adhered was to bring to the Senate floor the best bill possible in the interests of Federal employees. Although in the committee we had sharp differences of opinion as to the best means to obtain this end, there was no doubt of the sincerity of the Senator from Oklahoma, in using his best judgment to attain the desired goal. I salute him for his accomplishment.

I am hopeful that next year—1966—we will be able to close this comparability gap, and give the Federal workers equal treatment with workers in private employment.

Mr. TOWER. Mr. President, for a private businessman the task of setting wages for his employees is not a particularly difficult one. He is bound by certain inexorable factors of the marketplace, including his balance sheet. He must pay his workers on a par with employees of other companies who are doing similar jobs to those done in his plant. He has, of course, certain factors to guide him.

But in the Federal Government, with certain market rules suspended, we are faced with a unique problem in determining fair and adequate compensation for Federal employees. We do not have the advantage of profit and loss to guide our actions.

In such a situation, the best we can do is to exercise discretion, study salary decisions as they are currently being made in private industry, and rely heavily on this evidence in drafting legislation.

H.R. 10281 was suggested to remedy the inequities which presently exist between the Federal salary structure and salaries being paid in private industry. We know that salaries paid Federal workers do lag behind those paid their counterparts who perform similar functions in private industry. In private industry, adjustments are more easily determined, but, as the Senate knows, we must enact special legislation for the adjustment to take place in the Government structure.

I believe, Mr. President, that wise discretion has been exercised by the Post Office and Civil Service Committee in reporting H.R. 10281. This legislation goes a long way toward remedying the present inequities, and I feel the wage

increases suggested in this legislation are most reasonable.

I am indeed satisfied, on the basis of the committee's report, that careful attention was paid to the status of wages and salaries in private industry. The committee relied heavily—as it properly should have—on the evidence of wage scales in private employment.

Too often, neither deserved personal credit nor adequate salary compensation is accorded our many thousands of dedicated Federal employees. Their task of running our national machinery is awesome, but seldom do they get the pat on the back which their meritorious service deserves.

Mr. President, we can today help to recognize at least in part such meritorious service. I support wholeheartedly the attempt which is being made to fairly adjust the rates of compensation for Federal employees. It shall be my pleasure to vote for H.R. 10281, doing so in the knowledge that it is a reasonable and just measure.

Mr. SIMPSON. Mr. President, as a member of the Post Office and Civil Service Committee I am very disappointed that the committee has recommended a pay increase of only 3.6 percent. There is substantial evidence indicating the need for a larger increase. If we are to pursue a policy of comparability in wages for Federal employees, we must increase their wages more than the 3.6 percent the President has said he would allow.

I resent the White House pressures that were applied on committee members and, thus, voted in opposition to reporting out a bill which I thought was inadequate.

It had been my intention to propose an amendment calling for the 4-percent increase which had been approved by the House of Representatives. Unfortunately, President Johnson is unwilling to back up a policy of comparability in pay for our civil servants at this time. Consequently, I am compelled to go along with the majority of the Senators in voting for this bill so that we can assure our Federal employees, both classified and postal, some sort of pay raise. I ask for unanimous consent to have printed in the RECORD, at this point, the individual views which I have prepared for the committee report on this bill, H.R. 10281.

There being no objection, the individual views were ordered to be printed in the RECORD, as follows:

INDIVIDUAL VIEWS OF MR. SIMPSON

I believe Government employees, both classified and post office, should receive wages as near as possible to those earned by persons working at comparable tasks in private industry. Both the House and Senate committees have compiled a great deal of evidence that indicates there is a real need for a substantial pay raise to obtain this objective. I believe that H.R. 10281, as passed by the House of Representatives, which granted Federal employees a 4-percent increase, across the board, was a good bill and with a few minor changes was prepared to support it and did support it in the committee. I plan to support, on the Senate floor, an amendment increasing the pay raise to the 4-percent level adopted by the House of Representatives.

In 1962 this committee adopted and the Congress passed legislation establishing the principle of comparability for salaries of Federal employees.

In each succeeding year in which a salary bill has been enacted, this committee has been working toward full comparability for our Federal employees.

The bill that is now reported by this committee does not bring about this desired comparability in pay.

In March of this year, President Johnson, in a letter to Speaker of the House JOHN McCORMACK, said:

"It is false economy to offer salaries that will attract the mediocre but repel the talented. * * * I need your help in my program to get a dollar's worth of value for every dollar's worth of pay * * * and the dollars paid to attract brains and ability to the Federal service will come back to the American people many times over in more economical and effective government."

I support that statement fully and am sorry that the President is not willing to back it up.

The committee was forced by the threat of a Presidential veto to report a bill that doesn't begin to come close to enabling Federal employees to keep pace with their counterparts in private industry.

I resent the Presidential coercion that was used in the considerations of this needed pay raise bill.

The White House laid down the terms and we were told to take them or face a veto. I refuse to yield to such pressures. I believe our civil servants and postal employees deserve comparable pay and I will continue to work for it.

Our Federal employees, both in the classified service and in the postal service, are the backbone of our Government. Their talents, their dedication, their devotion to duty are responsible for bringing sound administration and effectiveness to the myriad of Government programs that aid our people.

They deserve more than they are getting in this bill and I intend to do all in my power to get early consideration of another pay bill next session that will carry out the principle of comparability enunciated time and time again by this committee and subscribed to by this administration.

MILWARD L. SIMPSON.

Mr. SIMPSON. Mr. President, the distinguished senior Senator from Kentucky [Mr. COOPER] had to leave for his home State last night to keep a long-standing speaking engagement. I do not believe Senator COOPER will be able to be back in time to vote on the Federal pay raise bill today, but before he left for Kentucky, he prepared a statement on his position on the bill. I ask unanimous consent that the following statement of Senator JOHN SHERMAN COOPER be printed at this point in the RECORD.

There being no objection, the statement was ordered to be printed in the RECORD, as follows:

STATEMENT BY SENATOR COOPER

I will vote for H.R. 10281, as amended and reported by the Senate Committee on Post Office and Civil Service. I do not serve on this committee, but I have followed its hearings, and I have read the report made on this pay raise bill for postal and classified employees.

The provisions of this bill are reasonable, and they are in keeping with the guidelines indicated as helping to maintain a non-inflationary policy among employees of the Government and in private industry. In the last Congress, I could not support the bill which provided large increases for Members of the Congress and for other high Federal

officials, when so many people remained unemployed across the Nation and when the effect of the tax cut on the deficit was still not known.

I am glad this bill before the Senate today, which would provide increases averaging 3.6 percent, is basically limited to the Federal employees who need to be able to keep up with advances in the cost of living. I am for the bill, I will vote for it, and I hope it will become law.

The PRESIDING OFFICER (Mr. HART in the chair). The question is on agreeing to the committee amendment in the nature of a substitute, as amended.

The committee amendment in the nature of a substitute, as amended, was agreed to.

The PRESIDING OFFICER. The question now is on the engrossment of the amendment and the third reading of the bill.

The amendment was ordered to be engrossed, and the bill to be read a third time.

The bill was read the third time.

Mr. MONRONEY. Mr. President, I observe the absence of a quorum.

The PRESIDING OFFICER. The clerk will call the roll.

The legislative clerk proceeded to call the roll.

Mr. MONRONEY. Mr. President, I ask unanimous consent that the order for the quorum call be rescinded.

The PRESIDING OFFICER. Without objection, it is so ordered.

The bill having been read the third time, the question is, Shall it pass? The yeas and nays have been ordered, and the clerk will call the roll.

The legislative clerk proceeded to call the roll.

Mr. LAUSCHE (when his name was called). On this vote I have a pair with the senior Senator from Rhode Island [Mr. PASTORE]. If he were present and voting he would vote "yea." If I were at liberty to vote, I would vote "nay." I withhold my vote.

The rollcall was concluded.

Mr. LONG of Louisiana. I announce that the Senator from Indiana [Mr. BAYH], the Senator from Pennsylvania [Mr. CLARK], the Senator from Louisiana [Mr. ELLENDER], the Senator from Tennessee [Mr. GORE], the Senator from Massachusetts [Mr. KENNEDY], the Senator from Missouri [Mr. LONG], the Senator from Washington [Mr. MAGNUSON], the Senator from Arkansas [Mr. McCLELLAN], the Senator from Oregon [Mrs. NEUBERGER], the Senator from Rhode Island [Mr. PASTORE], and the Senator from Maryland [Mr. TYDINGS] are absent on official business.

I also announce that the Senator from New Mexico [Mr. ANDERSON], the Senator from Virginia [Mr. BYRD], the Senator from Idaho [Mr. CHURCH], the Senator from Indiana [Mr. HARTKE], the Senator from New York [Mr. KENNEDY], the Senator South Dakota [Mr. McGOVERN], the Senator from Oregon [Mr. MORSE], the Senator from Utah [Mr. MOSS], the Senator from Maine [Mr. MUSKIE], the Senator from Wisconsin [Mr. NELSON], the Senator from Alabama [Mr. SPARKMAN], and the Senator from Georgia [Mr. TALMADGE] are necessarily absent.

I further announce that, if present and voting, the Senator from Indiana [Mr. BAYH], the Senator from Idaho [Mr. CHURCH], the Senator from Pennsylvania [Mr. CLARK], the Senator from Louisiana [Mr. ELLENDER], the Senator from Tennessee [Mr. GORE], the Senator from Indiana [Mr. HARTKE], the Senator from Massachusetts [Mr. KENNEDY], the Senator from New York [Mr. KENNEDY], the Senator from Missouri [Mr. LONG], the Senator from Washington [Mr. MAGNUSON], the Senator from Arkansas [Mr. McCLELLAN], the Senator from South Dakota [Mr. McGOVERN], the Senator from Oregon [Mr. MORSE], the Senator from Utah [Mr. MOSS], the Senator from Maine [Mr. MUSKIE], the Senator from Wisconsin [Mr. NELSON], the Senator from Oregon [Mrs. NEUBERGER], the Senator from Alabama [Mr. SPARKMAN], the Senator from Georgia [Mr. TALMADGE], and the Senator from Maryland [Mr. TYDINGS] would each vote "yea."

Mr. KUCHEL. I announce that the Senator from Delaware [Mr. Boggs], the Senator from Colorado [Mr. DOMINICK], the Senator from Kentucky [Mr. MORTON], the Senator from Kansas [Mr. PEARSON], and the Senator from Wyoming [Mr. SIMPSON] are necessarily absent.

The Senator from Kansas [Mr. CARLSON] and the Senator from Kentucky [Mr. COOPER] are absent on official business.

The Senator from Iowa [Mr. MILLER] is absent by leave of the Senate.

The Senator from Delaware [Mr. WILLIAMS] is detained on official business.

If present and voting, the Senator from Delaware [Mr. Boggs], the Senators from Kansas [Mr. CARLSON and Mr. PEARSON], the Senators from Kentucky [Mr. COOPER and Mr. MORTON], the Senator from Colorado [Mr. DOMINICK], the Senator from Iowa [Mr. MILLER], and the Senator from Wyoming [Mr. SIMPSON] would each vote "yea."

The result was announced—yeas 67, nays 0, as follows:

[No. 300 Leg.]

YEAS—67

Aiken	Hart	Murphy
Allott	Hayden	Pell
Bartlett	Hickenlooper	Prouty
Bass	Hill	Proxmire
Bennett	Holland	Randolph
Bible	Hruska	Ribicoff
Brewster	Inouye	Robertson
Burdick	Jackson	Russell, S.C.
Byrd, W. Va.	Javits	Russell, Ga.
Cannon	Jordan, N.C.	Saltonstall
Case	Jordan, Idaho	Scott
Cotton	Kuchel	Smathers
Curtis	Long, La.	Smith
Dirksen	Mansfield	Stennis
Dodd	McCarthy	Symington
Douglas	McGee	Thurmond
Eastland	McIntyre	Tower
Ervin	McNamara	Williams, N.J.
Fannin	Metcalf	Yarborough
Fong	Mondale	Young, N. Dak.
Fulbright	Monroney	Young, Ohio
Gruening	Montoya	
Harris	Mundt	

NAYS—0

NOT VOTING—33

Anderson	Clark	Kennedy, Mass.
Bayh	Cooper	Kennedy, N.Y.
Boggs	Dominick	Lausche
Byrd, Va.	Ellender	Long, Mo.
Carlson	Gore	Magnuson
Church	Hartke	McClellan

McGovern	Muskie	Simpson
Miller	Nelson	Sparkman
Morse	Neuberger	Talmadge
Morton	Pastore	Tydings
Moss	Pearson	Williams, Del.

So the bill (H.R. 10281) was passed.

EXECUTIVE SESSION

Mr. MANSFIELD. Mr. President, I move that the Senate proceed to the consideration of executive business.

The motion was agreed to; and the Senate proceeded to the consideration of executive business.

SUPPLEMENTAL INCOME TAX PROTOCOL WITH BELGIUM—TAX PROTOCOL WITH THE FEDERAL REPUBLIC OF GERMANY

Mr. MANSFIELD. Mr. President, I ask unanimous consent that the Senate proceed to the consideration of Executive G and Executive I on the Executive Calendar.

The PRESIDING OFFICER. Is there objection?

There being no objection, the Senate, as in the Committee of the Whole, proceeded to consider the protocol, Executive G (89th Cong., 1st sess.), a supplementary income tax proposal with Belgium; and Executive I (89th Cong., 1st sess.), a tax protocol with the Federal Republic of Germany, which were read the second time, as follows:

PROTOCOL

Modifying and supplementing the Convention between the United States of America and Belgium for the avoidance of double taxation and the prevention of fiscal evasion with respect to taxes on income signed at Washington on October 28, 1948, as amended by the supplementary conventions, signed at Washington on September 9, 1952, and on August 22, 1957

THE PRESIDENT OF THE UNITED STATES OF AMERICA AND HIS MAJESTY THE KING OF THE BELGIANS,

Desiring to modify and supplement in certain respects the Convention for the avoidance of double taxation and the prevention of fiscal evasion with respect to taxes on income, signed at Washington on October 28, 1948, as amended by the supplementary conventions, signed at Washington on September 9, 1952 and on August 22, 1957,

Have decided, primarily for the purpose of permitting its application as soon as possible to the taxes instituted by the Belgian law of November 20, 1962, to conclude a protocol for that purpose and have appointed as their respective Plenipotentiaries:

The President of the United States of America:

John M. McSweeney,

Chargé d'Affaires a.i. of the United States of America;

His Majesty the King of the Belgians:

Paul Henri Spaak,

Minister for Foreign Affairs;

Who, having communicated to each other their full powers, found in good and due form, have agreed as follows:

Article I

The provisions of the Convention between the United States of America and Belgium, signed at Washington on October 28, 1948, as previously amended, are hereby modified and supplemented as follows:

(1) In article I, paragraph (1)(b) is replaced by the following:

(b) In the case of Belgium:

(i) The individual income tax (l'impôt des personnes physiques);

(ii) The corporate income tax (l'impôt des sociétés);

(iii) The income tax on legal entities (l'impôt des personnes morales);

(iv) The income tax on nonresidents (l'impôt des nonrésidents);

(v) The prepayments (précomptes) and additional prepayments (compléments de précomptes) relating to the taxes referred to in (i) through (iv); and

(vi) The proportional taxes (centimes additionnels) supplementing each of the taxes referred to in (i) through (v) above including the communal supplement to the individual income tax (taxe communale additionnelle à l'impôt des personnes physiques).

(2) In article II(1)(a), the following words are deleted: "the Territories of Alaska and of Hawaii."

(3) In article VIII, paragraph (2) is replaced by the following:

(2) The rate of Belgian tax on dividends derived from sources within Belgium by a resident, corporation or other entity of the United States not having a permanent establishment within Belgium with respect to shares held in registered form for the period of 12 months immediately preceding the date on which such dividends become payable (or for such portion of that period as the paying corporation has been in existence) shall not exceed 15 percent of the amount actually distributed. In all other cases, the rate of Belgian tax on dividends derived from sources within Belgium by a resident, corporation or other entity of the United States not having a permanent establishment within Belgium shall not exceed 15 percent of the taxable amount of such dividends determined in accordance with the Belgian law in force on the date of signature of the protocol inserting this provision in the Convention. In applying this paragraph, the term "dividends" shall include income from invested capital taxable as such to members of Belgian companies other than joint stock companies.

(4) After article VIII A, the following new Article is inserted:

Article VIII B.

(1) Dividends and interest paid to a resident, corporation or other entity of the United States not having a permanent establishment within Belgium shall be exempt from the Belgian additional personal property prepayment (complément de précompte mobilier) provided for in the Belgian law in force on the date of the signature of the protocol inserting this provision in the Convention.

(2) Dividends and interest paid by a Belgian corporation to a person other than a citizen, resident, corporation or other entity of the United States shall be exempt from United States tax.

(3) Dividends and interest paid by a United States corporation to a person other than a resident, corporation or other entity of Belgium shall be exempt from Belgian tax unless such income is collected in Belgium.

(5) In article IX (1) the words "on such income" are inserted in the second sentence after the word "tax" and before the word "as".

(6) In article XII, paragraphs (2) and (3) are replaced by the following:

(2) The United States agrees to allow as a credit against the Federal income taxes payable by a citizen, resident or corporation of the United States the appropriate amount of the taxes mentioned in article I, paragraph (1)(b) and paid to Belgium. Such appropriate amount shall be based on the total amount of such taxes paid to Belgium, but it shall not exceed that proportion of the United States taxes which net income from sources within Belgium bears to the total net income of such citizen, resident or corporation.

Accordingly (at 2 o'clock and 26 minutes p.m.), the House stood in recess subject to the call of the Chair.

AFTER RECESS

The recess having expired, the House was called to order by the Speaker at 7 o'clock p.m.

FURTHER MESSAGE FROM THE SENATE

A further message from the Senate by Mr. Arrington, one of its clerks, announced that the Senate had passed without amendment concurrent resolutions of the House of the following titles:

H. Con. Res. 509. Concurrent resolution authorizing the printing of additional copies of hearings on crime in the District of Columbia and House Report No. 176, entitled "District of Columbia Crime";

H. Con. Res. 512. Concurrent resolution authorizing the printing of additional copies of the hearing on home rule for the District of Columbia;

H. Con. Res. 513. Concurrent resolution authorizing the printing of hearings on "Lower

Colorado River Basin Project," 89th Congress, 1st session; and

H. Con. Res. 519. Concurrent resolution authorizing the printing of additional copies of the hearings on H.R. 2580 (89th Cong, 1st sess.), to amend the Immigration and Nationality Act, and for other purposes, before the Committee on the Judiciary of the House of Representatives.

The message also announced that the House had passed, with amendments in which the concurrence of the House is requested, a bill of the House of the following title:

H.R. 10281. An act to adjust the rates of basic compensation of certain officers and employees in the Federal Government, to establish the Federal Salary Review Commission, and for other purposes.

The message also announced that the Senate agrees to the report of the committee of conference on the disagreeing votes of the two Houses on the amendments of the Senate to the bill (7812) entitled "An act to authorize the loan of naval vessels to friendly foreign countries, and for other purposes."

The message also announced that the Senate has passed Senate Resolution 156 notifying the House of the election of

Emery L. Frazier of Kentucky as Secretary of the Senate effective January 1, 1966.

FEDERAL SALARY ADJUSTMENT ACT OF 1965

Mr. MORRISON. Mr. Speaker, I ask unanimous consent to take from the Speaker's table the bill (H.R. 10281) to adjust the rates of basic compensation of certain officers and employees in the Federal Government, to establish the Federal Salary Review Commission, and for other purposes, with Senate amendments thereto, and concur in the Senate amendments.

The Clerk read the title of the bill. The Clerk read the Senate amendments, which were to strike out all after the enacting clause and insert:

That this Act may be cited as the "Federal Employees Salary Act of 1965".

EMPLOYEES SUBJECT TO CLASSIFICATION ACT OF 1949

SEC. 2. (a) Section 603(b) of the Classification Act of 1949, as amended (78 Stat. 400; 5 U.S.C. 1113(b)), is amended to read as follows:

"(b) The compensation schedule for the General Schedule shall be as follows:

"Grade	Per annum rates and steps									
	1	2	3	4	5	6	7	8	9	10
GS-1	\$3,507	\$3,626	\$3,745	\$3,864	\$3,983	\$4,102	\$4,221	\$4,340	\$4,459	\$4,578
GS-2	3,814	3,943	4,072	4,201	4,330	4,459	4,588	4,717	4,846	4,975
GS-3	4,149	4,289	4,429	4,569	4,709	4,849	4,989	5,129	5,269	5,409
GS-4	4,641	4,797	4,953	5,109	5,265	5,421	5,577	5,733	5,889	6,045
GS-5	5,181	5,352	5,523	5,694	5,865	6,036	6,207	6,378	6,549	6,720
GS-6	5,702	5,894	6,086	6,278	6,470	6,662	6,854	7,046	7,238	7,430
GS-7	6,269	6,476	6,683	6,890	7,097	7,304	7,511	7,718	7,925	8,132
GS-8	6,869	7,097	7,325	7,553	7,781	8,009	8,237	8,465	8,693	8,921
GS-9	7,479	7,733	7,987	8,241	8,495	8,749	9,003	9,257	9,511	9,765
GS-10	8,184	8,464	8,744	9,024	9,304	9,584	9,864	10,144	10,424	10,704
GS-11	8,961	9,267	9,573	9,879	10,185	10,491	10,797	11,103	11,409	11,715
GS-12	10,619	10,987	11,355	11,723	12,091	12,459	12,827	13,195	13,563	13,931
GS-13	12,510	12,945	13,380	13,815	14,250	14,685	15,120	15,555	15,990	16,425
GS-14	14,680	15,188	15,696	16,204	16,712	17,220	17,728	18,236	18,744	19,252
GS-15	17,055	17,645	18,235	18,825	19,415	20,005	20,595	21,185	21,775	22,365
GS-16	19,619	20,297	20,975	21,653	22,331	23,009	23,687	24,365	25,043	
GS-17	22,217	22,994	23,771	24,548	25,325					
GS-18	25,382									

(b) Except as provided in section 504(d) of the Federal Salary Reform Act of 1962 (78 Stat. 412; 5 U.S.C. 1173(d)), the rates of basic compensation of officers and employees to whom the compensation schedule set forth in subsection (a) of this section applies shall be initially adjusted as of the effective date of this section, as follows:

(1) If the officer or employee is receiving basic compensation immediately prior to the effective date of this section at one of the rates of a grade in the General Schedule of the Classification Act of 1949, as amended, he shall receive a rate of basic compensation at the corresponding rate in effect on and after such date.

(2) If the officer or employee is receiving basic compensation immediately prior to the effective date of this section at a rate between two rates of a grade in the General Schedule of the Classification Act of 1949, as amended, he shall receive a rate of basic compensation at the higher of the two corresponding rates in effect on and after such date.

(3) If the officer or employee is receiving basic compensation immediately prior to the effective date of this section at a rate in excess of the maximum rate for his grade, he shall receive (A) the maximum rate for his grade in the new schedule, or (B) his existing rate of basic compensation if such existing rate is higher.

(4) If the officer or employee, immediately prior to the effective date of this section, is

receiving, pursuant to section 2(b) (4) of the Federal Employees Salary Increase Act of 1955, an existing aggregate rate of compensation determined under section 208(b) of the act of September 1, 1954 (68 Stat. 1111), plus subsequent increases authorized by law, he shall receive an aggregate rate of compensation equal to the sum of his existing aggregate rate of compensation, on the day preceding the effective date of this section, plus the amount of increase made by this section in the maximum rate of his grade, until (i) he leaves his position, or (ii) he is entitled to receive aggregate compensation at a higher rate by reason of the operation of this Act or any other provision of law; but, when such position becomes vacant, the aggregate rate of compensation of any subsequent appointee thereto shall be fixed in accordance with applicable provisions of law. Subject to clauses (i) and (ii) of the immediately preceding sentence of this paragraph, the amount of the increase provided by this section shall be held and considered for the purposes of section 208(b) of the Act of September 1, 1954, to constitute a part of the existing rate of compensation of the employee.

REDETERMINATIONS OF ACCEPTABLE LEVELS OF COMPETENCE

SEC. 3. Section 701 of the Classification Act of 1949, as amended (5 U.S.C. 1121), is amended by adding the following new subsection at the end thereof:

"(c) Whenever a determination is made under subsection (a) of this section that the work of an officer or employee is not of an acceptable level of competence, he shall be given prompt written notice of that determination and an opportunity for reconsideration of the determination within his department under uniform procedures established by the Commission. If the determination is affirmed upon reconsideration, the employee shall have a right of appeal to the Commission. If the reconsideration or appeal results in a reversal of the earlier determination, the new determination shall supersede the earlier determination and shall be deemed to have been made as of the date of the earlier determination. The authority of the Commission to establish procedures and the right of appeal by the officer or employee to the Commission shall not apply to determinations of acceptable level of competence made by the Librarian of Congress."

POSTAL FIELD SERVICE EMPLOYEES

SEC. 4. (a) Section 3542(a) of title 39, United States Code, is amended to read as follows:

"(a) There is established a basic compensation schedule for positions in the postal field service which shall be known as the Postal Field Service Schedule and for which the symbol shall be 'PFS'. Except as provided in sections 3543 and 3544 of this title, basic compensation shall be paid to all employees in accordance with such schedule.

"PFS"	Per annum rates and steps											
	1	2	3	4	5	6	7	8	9	10	11	12
1.....	\$4,086	\$4,221	\$4,356	\$4,491	\$4,626	\$4,761	\$4,896	\$5,031	\$5,166	\$5,301	\$5,436	\$5,571
2.....	4,424	4,569	4,714	4,859	5,004	5,149	5,294	5,439	5,584	5,729	5,874	6,019
3.....	4,780	4,941	5,102	5,263	5,424	5,585	5,746	5,907	6,068	6,229	6,390	6,551
4.....	5,181	5,352	5,523	5,694	5,865	6,036	6,207	6,378	6,549	6,720	6,891	7,062
5.....	5,536	5,722	5,908	6,094	6,280	6,466	6,652	6,838	7,024	7,210	7,396	7,582
6.....	5,941	6,138	6,335	6,532	6,729	6,926	7,123	7,320	7,517	7,714	7,911	8,108
7.....	6,361	6,573	6,785	6,997	7,209	7,421	7,633	7,845	8,057	8,269	8,481	
8.....	6,888	7,116	7,344	7,572	7,800	8,028	8,256	8,484	8,712	8,940		
9.....	7,449	7,697	7,945	8,193	8,441	8,689	8,937	9,185	9,433	9,681		
10.....	8,110	8,385	8,660	8,935	9,210	9,485	9,760	10,035	10,310	10,585		
11.....	8,961	9,267	9,573	9,879	10,185	10,491	10,797	11,103	11,409	11,715		
12.....	9,914	10,251	10,588	10,925	11,262	11,599	11,936	12,273	12,610	12,947		
13.....	10,956	11,334	11,712	12,090	12,468	12,846	13,224	13,602	13,980	14,358		
14.....	12,077	12,497	12,917	13,337	13,757	14,177	14,597	15,017	15,437	15,857		
15.....	13,349	13,810	14,271	14,732	15,193	15,654	16,115	16,576	17,037	17,498		
16.....	14,751	15,264	15,777	16,290	16,803	17,316	17,829	18,342	18,855	19,368		
17.....	16,320	16,890	17,460	18,030	18,600	19,170	19,740	20,310	20,880	21,450		
18.....	18,078	18,710	19,342	19,974	20,606	21,238	21,870	22,502	23,134	23,766		
19.....	20,042	20,741	21,440	22,139	22,838	23,537	24,236	24,935				
20.....	22,217	22,994	23,771	24,548	25,325							

(b) Section 3543(a) of title 39, United States Code, is amended to read as follows:

"(a) There is established a basic com-

pensation schedule which shall be known as the Rural Carrier Schedule and for which the symbol shall be 'RCS'. Compensation shall

be paid to rural carriers in accordance with this schedule.

"RURAL CARRIER SCHEDULE"

	Per annum rates and steps											
	1	2	3	4	5	6	7	8	9	10	11	12
Carrier in rural delivery service: Fixed compensation per annum.....	\$2,301	\$2,412	\$2,523	\$2,634	\$2,745	\$2,856	\$2,967	\$3,078	\$3,189	\$3,300	\$3,411	\$3,522
Compensation per mile per annum for each mile up to 30 miles of route.....	86	88	90	92	94	96	98	100	102	104	106	108
For each mile of route over 30 miles.....	25	25	25	25	25	25	25	25	25	25	24	25"

(c) Section 3544(a) of title 39, United States Code, is amended to read as follows:

"(a) There is established a basic compensation schedule which shall be known as the

Fourth Class Office Schedule and for which the symbol shall be 'FOS', for postmasters in post offices of the fourth class which is based on the revenue units of the post office

for the preceding fiscal year. Basic compensation shall be paid to postmasters in post offices of the fourth class in accordance with this schedule.

"FOURTH CLASS OFFICE SCHEDULE"

"Revenue units"	Per annum rates and steps											
	1	2	3	4	5	6	7	8	9	10	11	12
30 but fewer than 36.....	\$3,906	\$4,035	\$4,164	\$4,293	\$4,422	\$4,551	\$4,680	\$4,809	\$4,938	\$5,067	\$5,196	\$5,325
24 but fewer than 30.....	3,610	3,729	3,848	3,967	4,086	4,205	4,324	4,443	4,562	4,681	4,800	4,919
18 but fewer than 24.....	2,978	3,079	3,180	3,281	3,382	3,483	3,584	3,685	3,786	3,887	3,988	4,089
12 but fewer than 18.....	2,339	2,415	2,491	2,567	2,643	2,719	2,795	2,871	2,947	3,023	3,099	3,175
6 but fewer than 12.....	1,687	1,741	1,795	1,849	1,903	1,957	2,011	2,065	2,119	2,173	2,227	2,281
Fewer than 6.....	1,359	1,403	1,447	1,491	1,535	1,579	1,623	1,667	1,711	1,755	1,799	1,843"

(d) The basic compensation of each employee subject to the Postal Field Service Schedule, the Rural Carrier Schedule, or the Fourth Class Office Schedule immediately prior to the effective date of this section shall be determined as follows:

(1) Each employee shall be assigned to the same numerical step for his position which he had attained immediately prior to such effective date. If changes in levels or steps would otherwise occur on such effective date without regard to enactment of this Act, such changes shall be deemed to have occurred prior to conversion.

(2) If the existing basic compensation is greater than the rate to which the employee is converted under paragraph (1) of this subsection, the employee shall be placed in the lowest step which exceeds his basic compensation. If the existing basic compensation exceeds the maximum step of his position, his existing basic compensation shall be established as his basic compensation.

POSTAL SERVICE OVERTIME AND HOLIDAY COMPENSATION

SEC. 5. (a) Section 3571 of title 39, United States Code, is amended to read as follows:

"§ 3571. Maximum hours of work

"(a) A basic workweek is established for all postal field service employees consisting of

five eight-hour days. The work schedule of employees shall be regulated so that the eight hours of service does not extend over a longer period than ten consecutive hours.

"(b) The Postmaster General shall establish work schedules in advance for annual rate regular employees consisting of five eight-hour days in each week.

"(c) Except for emergencies as determined by the Postmaster General, the hours of service of any employee shall not extend over a longer period than twelve consecutive hours, and no employee may be required to work more than twelve hours in one day.

"(d) To the maximum extent practicable, senior regular employees shall be assigned to a basic workweek Monday through Friday, inclusive, except for those who express a preference for another basic workweek."

(b) Section 3573 of title 39, United States Code, is amended to read as follows:

"§ 3573. Compensatory time, overtime, and holidays.

"(a) In emergencies of if the needs of the service require, the Postmaster General may require employees to perform overtime work or to work on holidays. Overtime work is any work officially ordered or approved which is performed by—

"(1) an annual rate regular employee in excess of his regular work schedule,

"(2) an hourly rate regular employee in excess of eight hours in a day or forty hours in a week, and

"(3) a substitute employee in excess of forty hours in a week.

The Postmaster General shall determine the day and week used in computing overtime work.

"(b) For each hour of overtime work the Postmaster General shall compensate an employee in the 'PFS' Schedule as follows:

"(1) He shall pay each employee in or below salary level PFS-7 compensation at the rate of 150 per centum of the hourly rate of basic compensation for his level and step computed by dividing the scheduled annual rate of basic compensation by two thousand and eighty.

"(2) He shall grant each employee in or above salary level PFS-8 compensatory time equal to the overtime worked, or in his discretion in lieu thereof pay such employee compensation at the rate of 150 per centum of the hourly rate of basic compensation of the employee or of the hourly rate of the basic compensation for the highest step of salary level PFS-7, whichever is the lesser.

"(c) For officially ordered or approved time worked on a day referred to as a holiday in the Act of December 26, 1941 (55 Stat. 862; 5 U.S.C. 87b), or on a day designated by Executive order as a holiday for Federal employees, under regulations prescribed by the Postmaster General, an employee in the PFS schedule shall receive extra compensation, in addition to any other compensation provided for by law, as follows:

"(1) Each regular employee in or below salary level PFS-7 shall be paid extra compensation at the rate of 100 per centum of the hourly rate of basic compensation for his level and step computed by dividing the scheduled annual rate of basic compensation by two thousand and eighty.

"(2) Each regular employee in or above salary level PFS-8 shall be granted compensatory time in an amount equal to the time worked on such holiday within thirty working days thereafter or, in the discretion of the Postmaster General, in lieu thereof shall be paid extra compensation for the time so worked at the rate of 100 per centum of the hourly rate of basic compensation for his level and step computed by dividing the scheduled annual rate of basic compensation by two thousand and eighty.

"(3) For work performed on Christmas Day (A) each regular employee shall be paid extra compensation at the rate of 150 per centum of the hourly rate of basic compensation for his level and step, computed by dividing the scheduled annual rate of basic compensation by two thousand and eighty, and (B) each substitute employee shall be paid extra compensation at the rate of 50 per centum of the hourly rate of basic compensation for his level and step.

"(d) The Postmaster General shall establish conditions for the use of compensatory time earned and the payment of compensation for unused compensatory time.

"(e) Each regular employee whose regular work schedule includes an eight-hour period of service any part of which is within the period commencing at midnight Saturday and ending at midnight Sunday shall be paid extra compensation at the rate of 25 per centum of his hourly rate of basic compensation for each hour of work performed during that eight-hour period of service.

"(f) If an employee is entitled under this section to unused compensatory time at the time of his death, the Postmaster General shall pay at the rate prescribed in this section, but not less than a sum equal to the employee's hourly basic compensation, for each hour of such unused compensatory time to the person or persons surviving at the date of such employee's death. Such payment shall be made in the order of precedence prescribed in the first section of the Act of August 3, 1950 (5 U.S.C. 61f), and shall be a bar to recovery by any other persons of amounts so paid.

"(g) Notwithstanding any provision of this section other than subsection (f), no employee shall be paid overtime or extra compensation for a pay period which when added to his basic compensation for the pay period exceeds one twenty-sixth of the annual rate of basic compensation for the highest step of salary level PFS-17.

"(h) For the purposes of this section and section 3571 of this title—

"(1) 'Annual rate regular employee' means an employee for whom the Postmaster General has established a regular work schedule consisting of five eight-hour days in accordance with section 3571 of this title.

"(2) 'Hourly rate regular employee' means an employee for whom the Postmaster General has established a regular work schedule consisting of not more than forty hours a week.

"(3) 'Substitute employee' means an employee for whom the Postmaster General has not established a regular work schedule."

(c) Section 3575 of title 39, United States Code, is amended to read as follows:

"§ 3575. Exemptions

"(a) Sections 3571, 3573 and 3574 of this title do not apply to postmasters, rural carriers, postal inspectors, and employees in salary level PFS-15 and above.

"(b) Sections 3571 and 3573 of this title do not apply to employees referred to in section 3581 of this title.

"(c) Sections 3571 (a), (b), and (d), and 3573(e) of this title do not apply to substitute employees.

"(d) Section 3571(b) of this title does not apply to hourly rate regular employees."

POSTAL EMPLOYEES RELOCATION EXPENSES

SEC. 6. (a) That part of chapter 41 of title 39, United States Code, which precedes the center heading "Special Classes of Employees" and section 3111 thereof, is amended by inserting at the end thereof the following new section:

"§ 3107. Postal employees relocation expenses

"Notwithstanding any other provision of law, each employee in the postal field service who is transferred or relocated from one official station to another shall, under regulations promulgated by the Postmaster General, be granted the following allowances and expenses:

"(1) Per diem allowance, in lieu of subsistence expenses, for each member of his immediate family while en route between his old and new official stations, not in excess of the maximum per diem rates prescribed by or pursuant to law for employees of the Federal Government.

"(2) Subsistence expenses of the employee and each member of his immediate family for a period of not to exceed thirty days while occupying temporary quarters at the place of his new official duty station, but not in excess of the maximum per diem rates prescribed by or pursuant to law for employees of the Federal Government.

"(3) Five days of leave with pay which shall not be charged to any other leave to which he is entitled under existing law."

(b) That part of the table of contents of such chapter 41 under the heading "Employees Generally" is amended by inserting

"3107. Postal employees relocation expenses." immediately below

"3106. Special compensation rules."

EMPLOYEES IN THE DEPARTMENT OF MEDICINE AND SURGERY OF THE VETERANS' ADMINISTRATION

SEC. 7. Section 4107 of title 38, United States Code, relating to grades and pay scales for certain positions within the Department of Medicine and Surgery of the Veterans' Administration, is amended to read as follows:

"§ 4107. Grades and pay scales

"(a) The per annum full-pay scale or ranges for positions provided in section 4103 of this title, other than Chief Medical Direc-

tor and Deputy Chief Medical Director, shall be as follows:

"SECTION 4103 SCHEDULE

"Assistant Chief Medical Director, \$25,382.
"Medical Director, \$22,217 minimum to \$25,325 maximum.

"Director of Nursing Service, \$17,055 minimum to \$22,365 maximum.

"Director of Chaplain Service, \$17,055 minimum to \$22,365 maximum.

"Chief Pharmacist, \$17,055 minimum to \$22,365 maximum.

"Chief Dietitian, \$17,055 minimum to \$22,365 maximum.

"(b) (1) The grades and per annum full-pay ranges for positions provided in paragraph (1) of section 4104 of this title shall be as follows:

"PHYSICIAN AND DENTIST SCHEDULE

"Director grade, \$19,619 minimum to \$25,043 maximum.

"Executive grade, \$18,291 minimum to \$24,024 maximum.

"Chief grade, \$17,055 minimum to \$22,365 maximum.

"Senior grade, \$14,680 minimum to \$19,252 maximum.

"Intermediate grade, \$12,510 minimum to \$16,425 maximum.

"Full grade, \$10,619 minimum to \$13,931 maximum.

"Associate grade, \$8,961 minimum to \$11,715 maximum.

"NURSE SCHEDULE

"Assistant Director grade, \$14,680 minimum to \$19,252 maximum.

"Chief grade, \$12,510 minimum to \$16,425 maximum.

"Senior grade, \$10,619 minimum to \$13,931 maximum.

"Intermediate grade, \$8,961 minimum to \$11,715 maximum.

"Full grade, \$7,479 minimum to \$9,765 maximum.

"Associate grade, \$6,540 minimum to \$8,502 maximum.

"Junior grade, \$5,702 minimum to \$7,430 maximum.

"(2) No person may hold the director grade unless he is serving as a director of a hospital, domiciliary, center, or outpatient clinic (independent). No person may hold the executive grade unless he hold the position of chief of staff at a hospital, center, or outpatient clinic (independent), or the position of clinic director at an outpatient clinic, or comparable position."

FOREIGN SERVICE OFFICERS; STAFF OFFICERS AND EMPLOYEES

SEC. 8. (a) The fourth sentence of section 412 of the Foreign Service Act of 1946, as amended (22 U.S.C. 867), is amended to read as follows: "The per annum salaries of Foreign Service officers within each of the other classes shall be as follows:

"Class 1.....	\$23,465	\$24,284	\$25,382				
Class 2.....	18,954	19,612	20,270	\$20,928	\$21,586	\$22,244	\$22,902
Class 3.....	15,395	15,929	16,463	16,997	17,531	18,065	18,599
Class 4.....	12,510	12,945	13,380	13,815	14,250	14,685	15,120
Class 5.....	10,303	10,661	11,019	11,377	11,735	12,093	12,451
Class 6.....	8,594	8,889	9,184	9,479	9,774	10,069	10,364
Class 7.....	7,262	7,506	7,750	7,994	8,238	8,482	8,726
Class 8.....	6,269	6,476	6,683	6,890	7,097	7,304	7,511"

(b) The second sentence of subsection (a) of section 415 of such Act (22 U.S.C. 870(a)) is amended to read as follows: "The per

annum salaries of such staff officers and employees within each class shall be as follows:

"Class 1.....	\$15,395	\$15,929	\$16,463	\$16,997	\$17,531	\$18,065	\$18,599	\$19,133	\$19,667	\$20,201
Class 2.....	12,510	12,945	13,380	13,815	14,250	14,685	15,120	15,555	15,990	16,425
Class 3.....	10,303	10,661	11,019	11,377	11,735	12,093	12,451	12,809	13,167	13,525
Class 4.....	8,594	8,889	9,184	9,479	9,774	10,069	10,364	10,659	10,954	11,249
Class 5.....	7,749	8,013	8,277	8,541	8,805	9,069	9,333	9,597	9,861	10,125
Class 6.....	6,998	7,231	7,464	7,697	7,930	8,163	8,396	8,629	8,862	9,095
Class 7.....	6,428	6,640	6,852	7,064	7,276	7,488	7,700	7,912	8,124	8,336
Class 8.....	5,688	5,880	6,072	6,264	6,456	6,648	6,840	7,032	7,224	7,416
Class 9.....	5,190	5,361	5,532	5,703	5,874	6,045	6,216	6,387	6,558	6,729
Class 10.....	4,641	4,797	4,953	5,109	5,265	5,421	5,577	5,733	5,889	6,045"

(c) Foreign Service officers, Reserve officers, and Foreign Service staff officers and employees who are entitled to receive basic compensation immediately prior to the effective date of this section at one of the rates provided by section 412 or 415 of the Foreign Service Act of 1946 shall receive basic compensation, on and after such effective date, at the rate of their class determined to be appropriate by the Secretary of State.

SEVERANCE PAY

SEC. 9. (a) Except as provided in subsection (b) of this section, this section applies to each civilian officer or employee in or under—

(1) the executive branch of the Government of the United States, including each corporation wholly owned or controlled by the United States;

(2) the Library of Congress;

(3) the Government Printing Office;

(4) the General Accounting Office; or

(5) the municipal government of the District of Columbia.

This section also applies to persons employed by the county committees established pursuant to section 8(b) of the Soil Conservation and Domestic Allotment Act (16 U.S.C. 590h (b)), and the Secretary of Agriculture is authorized and directed to prescribe and issue such regulations as may be necessary to provide a means of effecting the application and operations of the provisions of this section with respect to such persons.

(b) This section does not apply to—

(1) an officer or employee whose rate of basic compensation is fixed at a rate provided for one of the levels of the Federal Executive Salary Schedule or is in excess of the highest rate of grade 18 of the General Schedule of the Classification Act of 1949, as amended;

(2) an officer or employee serving under an appointment with a definite time limitation, except one so appointed for full-time employment, without a break in service or after a separation of three days or less, following service under an appointment without time limitation;

(3) an alien employee who occupies a position outside the several States, the District of Columbia, and the Canal Zone;

(4) an officer or employee who is subject to the Civil Service Retirement Act, as amended, or any other retirement law or retirement system applicable to Federal officers or employees or members of the uniformed services, and who, at the time of separation from the service, has fulfilled the requirements for immediate annuity under any such law or system;

(5) an officer or employee who, at the time of separation from the service, is receiving compensation under the Federal Employees' Compensation Act, as amended, except one receiving this compensation concurrently with salary or on account of the death of another person;

(6) an officer or employee who, at the time of separation from the service, is entitled to receive other severance pay from the Government;

(7) officers and employees of the Tennessee Valley Authority; and

(8) such other officers or employees as may be excluded by rules and regulations of the President or of such officer or agency as he may designate.

(c) An officer or employee to whom this section applies who is involuntarily separated from the service, on or after the effective date of this section, not by removal for cause on charges of misconduct, delinquency, or inefficiency, shall, under rules and regulations prescribed by the President or such officer or agency as he may designate, be paid severance pay in regular pay periods by the department, independent establishment, corporation, or other governmental unit, from which separated.

(d) Severance pay shall consist of two elements, a basic severance allowance and an age adjustment allowance. The basic severance allowance shall be computed on the basis of one week's basic compensation at the rate received immediately before separation for each year of civilian service up to and including ten years for which severance pay has not been received under this or any other authority and two weeks' basic compensation at such rate for each year of civilian service beyond ten years for which severance pay has not been received under this or any other authority. The age adjustment allowance shall be computed on the basis of 10 per centum of the total basic severance allowance for each year by which the age of the recipient exceeds forty years at the time of separation. Total severance pay received under this section shall not exceed one year's pay at the rate received immediately before separation.

(e) An officer or employee may be paid severance pay only after having been employed currently for a continuous period of at least twelve months.

(f) If an officer or employee is reemployed by the Federal Government or the municipal government of the District of Columbia before the expiration of the period covered by payments of severance pay, the payments shall be discontinued beginning with the date of reemployment and the service represented by the unexpired portion of the period shall be recredited to the officer or employee for use in any subsequent computations of severance pay. For the purposes of subsection (e), reemployment which causes severance pay to be discontinued shall be considered as employment continuous with that serving as the basis for the severance pay.

(g) If the officer or employee dies before the expiration of the period covered by payments of severance pay, the payments of severance pay with respect to such officer or employee shall be continued as if such officer or employee were living and shall be paid on a pay period basis to the survivor or survivors of such officer or employee in accordance with the first section of the Act of August 3, 1950 (5 U.S.C. 61f).

(h) Severance pay under this section shall not be a basis for payment, nor be included in the basis for computation, of any other type of Federal or District of Columbia Government benefits, and any period covered by severance pay shall not be regarded as a period of Federal or District of Columbia Government service or employment.

AGRICULTURAL STABILIZATION AND CONSERVATION COUNTY COMMITTEE EMPLOYEES

SEC. 10. The rates of compensation of persons employed by the county committees established pursuant to section 8(b) of the Soil Conservation and Domestic Allotment Act (16 U.S.C. 590h (b)) shall be increased by amounts equal, as nearly as may be practicable, to the increases provided by section 2(a) of this Act for corresponding rates of compensation.

LEGISLATIVE BRANCH

SEC. 11. (a) Except as otherwise provided in this section, each officer or employee in or under the legislative branch of the Government, whose rate of compensation is increased by section 5 of the Federal Employees Pay Act of 1946, shall be paid additional compensation at the rate of 3.6 per centum of his gross rate of compensation (basic compensation plus additional compensation authorized by law).

(b) The total annual compensation in effect immediately prior to the effective date of this section of each officer or employee of the House of Representatives, whose compensation is disbursed by the Clerk of the House and is not increased by reason of any other provision of this section, shall be increased by an amount which is equal to the amount of the increase provided by sub-

section (a) of this section; except that this section shall not apply to the compensation of student congressional interns authorized by H. Res. 416 of the Eighty-ninth Congress.

(c) The rates of compensation of employees of the House of Representatives whose compensation is fixed by the House Employees Schedule under the House Employees Position Classification Act (78 Stat. 1079; Public Law 88-652; 2 U.S.C. 291-303) shall be increased by amounts equal, as nearly as may be practicable, to the increases provided by subsection (a) of this section; except, that this section shall not apply to the compensation of those employees whose compensation is fixed by the House Wage Schedule of such Act.

(d) The additional compensation provided by this section shall be considered a part of basic compensation for the purposes of the Civil Service Retirement Act (5 U.S.C. 2251 and the following).

(e) Section 601(a) of the Legislative Reorganization Act of 1946, as amended (2 U.S.C. 31), is amended to read as follows:

"(a) The compensation of Senators, Representatives in Congress, and the Resident Commissioner from Puerto Rico shall be at the rate of \$30,000 per annum each. The compensation of the Speaker of the House of Representatives shall be at the rate of \$43,000 per annum. The compensation of the Majority Leader and the Minority Leader of the Senate and the Majority Leader and the Minority Leader of the House of Representatives shall be at the rate of \$35,000 per annum each."

(f) The basic compensation of each employee in the office of a Senator is hereby adjusted, effective on the first day of the month following the date of enactment of this Act, to the lowest multiple of \$60 which will provide a gross rate of compensation not less than the gross rate such employee was receiving immediately prior thereto, except that the foregoing provisions of this subsection shall not apply in the case of any employee if on or before the fifteenth day following the date of enactment of this Act, the Senator by whom such employee is employed notifies the disbursing office of the Senate in writing that he does not wish such provisions to apply to such employee. No employee whose basic compensation is adjusted under this subsection shall receive any additional compensation under subsection (a) for any period prior to the effective date of such adjustment during which such employee was employed in the office of the Senator by whom he is employed on the first day of the month following the enactment of this Act. No additional compensation shall be paid to any person under subsection (a) for any period prior to the first day of the month following the date of enactment of this Act during which such person was employed in the office of a Senator (other than a Senator by whom he is employed on such day) unless on or before the fifteenth day following the date of enactment of this Act such Senator notifies the disbursing office of the Senate in writing that he wishes such employee to receive such additional compensation for such period. In any case in which, at the expiration of the time within which a Senator may give notice under this subsection, such Senator is deceased, such notice shall be deemed to have been given.

(g) Notwithstanding the provision referred to in subsection (h), the rates of gross compensation of the Secretary for the Majority of the Senate, the Secretary for the Minority of the Senate, the Chief Reporter of Debates of the Senate, the Parliamentarian of the Senate, the Senior Counsel in the Office of the Legislative Counsel of the Senate, the Chief Clerk of the Senate, the Chaplain of the Senate, and the Postmaster and Assistant Postmaster of the Senate are hereby increased by 3.6 per centum.

(h) The paragraph imposing limitations on basic and gross compensation of officers and employees of the Senate appearing under the heading "SENATE" in the Legislative Appropriation Act, 1956, as amended (74 Stat. 304; Public Law 86-568), is amended by striking out "\$22,945" and inserting in lieu thereof "\$23,770".

(i) The limitation on gross rate per hour per person provided by applicable law on the effective date of this section with respect to the folding of speeches and pamphlets for the Senate is hereby increased by 3.6 per centum. The amount of such increase shall be computed to the nearest cent, counting one-half cent and over as a whole cent. The provisions of subsection (a) of this section shall not apply to employees whose compensation is subject to such limitation.

FEDERAL JUDICIAL SALARIES

SEC. 12. (a) The rates of basic compensation of officers and employees in or under the judicial branch of the Government whose rates of compensation are fixed by or pursuant to paragraph (2) of subdivision a of section 62 of the Bankruptcy Act (11 U.S.C. 102(a)(2)), section 3656 of title 18, United States Code, the third sentence of section 603, sections 671 to 675, inclusive, or section 604(a)(5), of title 28, United States Code, insofar as the latter section applies to graded positions, are hereby increased by amounts reflecting the respective applicable increases provided by section 2(a) of this Act in corresponding rates of compensation for officers and employees subject to the Classification Act of 1949, as amended. The rates of basic compensation of officers and employees holding ungraded positions and whose salaries are fixed pursuant to such section 604(a)(5) may be increased by the amounts reflecting the respective applicable increases provided by section 2(a) of this Act in corresponding rates of compensation for officers and employees subject to the Classification Act of 1949, as amended.

(b) The limitations provided by applicable law on the effective date of this section with respect to the aggregate salaries payable to secretaries and law clerks of circuit and district judges are hereby increased by amounts which reflect the respective applicable increases provided by section 2(a) of this Act in corresponding rates of compensation for officers and employees subject to the Classification Act of 1949, as amended.

(c) Section 753(e) of title 28, United States Code (relating to the compensation of court reporters for district courts), is amended by striking out the existing salary limitation contained therein and inserting a new limitation which reflects the respective applicable increases provided by section 2(a) of this Act in corresponding rates of compensation for officers and employees subject to the Classification Act of 1949, as amended.

INCREASED UNIFORM ALLOWANCE

SEC. 13. The Federal Employees Uniform Allowance Act, as amended (68 Stat. 1114; 5 U.S.C. 2131), is amended by striking out "\$100" wherever it appears therein and inserting in lieu thereof "\$125".

MAXIMUM SALARY INCREASE LIMITATION

SEC. 14. Except as otherwise provided in section 11(e), no rate of salary shall be increased, by reason of the enactment of this title, to an amount in excess of the salary rate now or hereafter in effect for Level V of the Federal Executive Salary Schedule.

ADJUSTMENT OF SALARY RATES FIXED BY ADMINISTRATIVE ACTION

SEC. 15. (a) The rates of basic compensation of assistant United States attorneys whose basic salaries are fixed pursuant to section 508 of title 28, United States Code, shall be increased by 3.6 per centum effective on the first day of the first pay period which begins on or after October 1, 1965.

(b) Notwithstanding section 3679 of the Revised Statutes, as amended (31 U.S.C. 665), the rates of compensation of officers and employees of the Federal Government and of the municipal government of the District of Columbia whose rates of compensation are fixed by administrative action pursuant to law and are not otherwise increased by this Act are hereby authorized to be increased effective on or after the first day of the first pay period which begins on or after October 1, 1965, by amounts not to exceed the increases provided by this Act for corresponding rates of compensation in the appropriate schedule or scale of pay.

(c) Nothing contained in this section shall be deemed to authorize any increase in the rates of compensation of officers and employees whose rates of compensation are fixed and adjusted from time to time as nearly as is consistent with the public interest in accordance with prevailing rates or practices.

(d) Nothing contained in this section shall affect the authority contained in any law pursuant to which rates of compensation may be fixed by administrative action.

TRAVEL ON OFFICIAL DUTY TIME

SEC. 16. Section 204 of the Federal Employees Pay Act of 1945, as amended (68 Stat. 1110; 5 U.S.C. 912b), is amended by adding at the end thereof the following sentence: "To the maximum extent practicable, the head of any department, independent establishment, or agency, including Government-owned or controlled corporations, or of the municipal government of the District of Columbia, or the head of any legislative or judicial agency to which this title applies, shall schedule the time to be spent by an officer or employee in a travel status away from his official duty station within the regularly scheduled workweek of such officer or employee."

EFFECTIVE DATES

SEC. 17. This title shall become effective as follows:

(1) This section and sections 1, 9, 13, 15, 16, and 18, and section 3107(3) of title 39, United States Code, as contained in the amendment made by section 6(a) of this Act, shall become effective on the date of enactment of this Act.

(2) Section 5 shall become effective on the first day of the first pay period which begins on or after the date of enactment of this Act.

(3) Sections 2, 4, 7, 8, 10, 11, 12, and 14 shall become effective on the first day of the first pay period which begins on or after October 1, 1965.

(4) Section 3 shall become effective on the ninetyth day following the date of enactment of this Act.

(5) Section 6(b), and section 3107 (1) and (2) of title 39, United States Code, as contained in the amendment made by section 6(a) of this Act, shall become effective as of July 1, 1965.

(6) For the purpose of determining the amount of insurance for which an individual is eligible under the Federal Employees' Group Life Insurance Act of 1954, all changes in rates of compensation or salary which result from the enactment of this Act shall be held and considered to be effective as of the date of such enactment.

PAYMENT OF RETROACTIVE SALARY

SEC. 18. (a) Retroactive compensation or salary shall be paid by reason of this Act only in the case of an individual in the service of the United States (including service in the Armed Forces of the United States) or the municipal government of the District of Columbia on the date of enactment of this Act, except that such retroactive compensation or salary shall be paid (1) to an officer or employee who retired during the period beginning on the effective date prescribed by section 17(3) and ending on the date of en-

actment of this Act for services rendered during such period and (2) in accordance with the provisions of the Act of August 3, 1950 (Public Law 636, Eighty-first Congress), as amended (5 U.S.C. 61f-61k), for services rendered during the period beginning on the effective date prescribed by section 17(3) and ending on the date of enactment of this Act by an officer or employee who dies during such period. Such retroactive compensation or salary shall not be considered as basic salary for the purpose of the Civil Service Retirement Act in the case of any such retired or deceased officer or employee.

(b) For the purposes of this section, service in the Armed Forces of the United States, in the case of an individual relieved from training and service in the Armed Forces of the United States or discharged from hospitalization following such training and service, shall include the period provided by law for the mandatory restoration of such individual to a position in or under the Federal Government or the municipal government of the District of Columbia.

CALL OF THE HOUSE

Mr. HALL (interrupting the reading of the Senate amendments). Mr. Speaker, I make the point of order that a quorum is not present.

The SPEAKER. Evidently a quorum is not present.

Mr. BOGGS. Mr. Speaker, I move a call of the House.

A call of the House was ordered.

The Clerk called the roll, and the following Members failed to answer to their names:

[Roll No. 382]

Abbitt	Frelinghuysen	O'Neal, Ga.
Albert	Friedel	Passman
Anderson, Tenn	Fulton, Pa.	Poage
Andrews,	Fulton, Tenn.	Pool
George W.	Fuqua	Powell
Andrews, Glenn	Griffiths	Purcell
Annunzio	Hagen, Calif.	Quie
Aspinall	Halleck	Reifel
Ayres	Hansen, Wash.	Reinecke
Bates	Hardy	Resnick
Battin	Harris	Reuss
Bell	Hawkins	Rivers, S.C.
Berry	Hays	Rogers, Tex.
Bingham	Hébert	Roncalio
Blatnik	Henderson	Rooney, Pa.
Bolling	Holifield	Roudebush
Bonner	Hosmer	Roybal
Bray	Howard	Saylor
Brock	Hull	Schisler
Broomfield	Hungate	Schmidhauser
Burton, Calif.	Jacobs	Schweiker
Cahill	Jarman	Scott
Callaway	Jennings	Shriver
Cameron	Johnson, Pa.	Sikes
Cederberg	Jones, Ala.	Sisk
Celler	Keith	Slack
Chelf	Keogh	Smith, N.Y.
Clausen,	Kluczynski	Springer
Don H.	Kunkel	Staggers
Conte	Landrums	Stratton
Conyers	Leggett	Sullivan
Corman	Lennon	Sweeney
Cramer	Lindsay	Talcott
Cuiver	Long, La.	Tenzer
Curtis	McCarthy	Thomas
de la Garza	McDade	Thompson, N.J.
Devine	McMillan	Thompson, Tex.
Dickinson	Macdonald	Thomson, Wis.
Diggs	MacGregor	Toll
Dingell	Madden	Tuck
Dorn	Martin, Ala.	Tunney
Edwards, Ala.	Martin, Mass.	Van Deerlin
Edwards, Calif.	Martin, Nebr.	Vanik
Edwards, La.	Matthews	Vivian
Erlenborn	Michel	Watson
Evans, Colo.	Miller	Widnall
Evins, Tenn.	Mize	Williams
Fallon	McAghan	Wilson, Bob
Farnum	Mosher	Wilson,
Feighan	Nix	Charles H.
Fino	O'Konski	Wright
Fogarty	Olson, Minn.	Wyatt

The SPEAKER. On this rollcall 279 Members have answered to their names, a quorum.

By unanimous consent, further proceedings under the call were dispensed with.

The SPEAKER. The Clerk will proceed with the reading of the amendment.

The Clerk resumed the reading of the Senate amendment.

Mr. MORRISON (interrupting the reading). Mr. Speaker, I ask unanimous consent that further reading of the Senate amendment be dispensed with and that it be printed in the RECORD.

The SPEAKER. Is there objection to the request of the gentleman from Louisiana?

There was no objection.

The SPEAKER. Is there objection to the request of the gentleman from Louisiana?

Mr. CORBETT. Mr. Speaker, I reserve the right to object. Mr. Speaker, I would feel that the bill should be explained, at least in the important differences between the Senate bill as sent to us here and the House bill as previously passed sometime last summer, since this is a new bill that very few Members of the House have had an opportunity to see or read.

Mr. MORRISON. Mr. Speaker, will the gentleman yield?

Mr. CORBETT. I yield to the gentleman.

Mr. MORRISON. Mr. Speaker, the House bill provided for a 4 percent pay increase. The 4 percent pay increase in the House bill has been reduced by the Senate amendment to 3.6 percent. The second pay raise provision has been omitted. This second year pay raise was in the House bill. The overtime pay for postal workers on Sundays and holidays has been replaced so that instead of time and a half it is time and a quarter differential. The overtime pay for postal substitutes in excess of 8 hours a day has been omitted. The \$150 uniform allowance has been cut to \$125. The commission to review the salaries of Federal officials, executives, judges, and Members of Congress has been eliminated.

Mr. CORBETT. Mr. Speaker, may I ask the gentleman further, since all these items were considered to be so good when the House passed the bill nearly 370 to 7 and when we felt they were necessary to maintain the principle of comparability and when we felt that certain cost-of-living increases must be met, what has happened in the intervening period of time to show that these things are no longer necessary or desirable?

Mr. MORRISON. I am sure the gentleman takes the position that they are necessary, and I likewise do, also. However, the Senate saw fit to do otherwise and we are faced with the situation here at this time where we have to take the Senate amendments. The Senate did not see fit to go along with the House.

Mr. CORBETT. I recall, and I know that the gentleman does, also, that we have been in disagreement with the Senate before and we have insisted on our position. We even made so bold, when Mr. Eisenhower was President of these United States, to override his veto on the pay raise. Now it seems the mere hint from the other end of the avenue causes the Senate to cut our bill and causes us

to come in here and say, well, we will recede and concur in the Senate provisions. If comparability was a good thing before, it is a good thing now. If the cost of living has gone up, it is still up. If the pay raises were necessary and desirable in August, why are they not today?

Mr. MORRISON. The gentleman is certainly taking a very logical position as far as I see his position, and I am in accord with it, but the Senate did not decide to go along with our position.

Mr. GROSS. Mr. Speaker, will the gentleman yield?

Mr. CORBETT. I yield to the gentleman from Iowa.

Mr. GROSS. The cold fact of life is that the President sent word to the Congress that he would veto anything above 3.6 percent.

I join the gentleman from Pennsylvania [Mr. CORBETT] in asking what has happened to the pay provision of the bill, other than the threat of a veto, to cause the abdication of the House position that was taken by an almost unanimous vote on September 30. What has happened to change the situation?

Mr. MORRISON. The Senate delayed taking up the bill until today. That is the reason why it is before us now. I think this: Had the Senate taken it up earlier, we would not be quite the position we are in tonight.

Mr. GROSS. So we are commanded here tonight, in the closing hours of this session, to bend the knee to the White House and cut back on this bill simply because the President wants it that way. I would remind the House that when the military pay bill was passed the word came down from the White House that there would be a veto of anything above 5 percent. The House passed a bill calling for 10 percent. It was not vetoed, because Lyndon Johnson knew it would be passed over his veto.

I only wish there was the time here and now; that the other body had moved to dispose of this bill as it should have done, days and days ago, so that we could have sent this bill to the White House to learn whether Congress was going to cringe and bend the knee to the President or whether we are still in possession of our independence and freedom of action—whether we still have any independence of mind and body. I regret that this bill comes to the House under the circumstances that it does here tonight.

Mr. MORRISON. There has been a great deal of discussion about whether the President would sign the bill or whether he would veto the bill and all that I think is a matter of opinion. I think that the House acted in plenty of time in passing this bill. I think our committee performed a long, hard job in going over this bill to the fullest possible degree. We acted on it in time. The Senate did not see fit to take action on it until today. That is the reason we are in our present position.

Mr. CUNNINGHAM. Mr. Speaker, will the gentleman yield to me?

Mr. CORBETT. Mr. Speaker, I yield to the gentleman from Nebraska, a member of the committee.

Mr. CUNNINGHAM. Mr. Speaker, I wanted to follow up what was said by the gentleman from Louisiana. The House Post Office and Civil Service Committee has worked long and hard on this bill. I have been a member of this committee for 9 years. I have seen some pay bills go through haphazardly. But this bill was very carefully worked out, primarily under the direction and supervision of the gentleman from Arizona [Mr. UDALL].

I have not known of a bill in the 9 years that I have been here that has been so carefully worked out. I am very disappointed that the other body has emasculated this bill so that we have to start all over again, so to speak.

Mr. Speaker, I do want to congratulate the gentleman from Arizona for his leadership. I want to congratulate the gentleman from Louisiana for his leadership, and the gentleman from Montana [Mr. OLSEN], for his leadership, as well as many other Members who worked months and months and months on this bill.

And while we have worked months and months on this bill the other body has worked days. I certainly am disappointed that we are confronted with this situation at this time.

Mr. CORBETT. Mr. Speaker, I recognize that the gentleman from Louisiana may be performing a rather unpleasant task here, and I would like to ask him just this question, and then I shall yield further.

Mr. CORBETT. Does the gentleman from Louisiana believe that in accepting the Senate bill we have for the predictable future repudiated the principle of comparability?

Mr. MORRISON. Well, I believe that is certainly a debatable question and I think it could be debated for a long time. I believe the Senate certainly cut out a lot of comparability features of the bill on which we worked so hard and long to try to incorporate in our bill that we sent over to the other body.

Mr. CORBETT. Well, there have been many famous retreats in history.

Mr. HALL. Mr. Speaker, will the gentleman yield?

Mr. CORBETT. I yield to the gentleman from Missouri.

Mr. HALL. I appreciate the gentleman yielding and I would like to compliment the gentleman from Pennsylvania and other members of the committee for bringing this back to us. I believe the question before the House here tonight, on the eve of adjournment, is whether we are going to capitulate and whether we will accept the Senate version being rammed down our throats.

Mr. Speaker, I would like to make simply two inquiries:

First, do I understand from the statement of the gentleman from Louisiana [Mr. MORRISON] in opening this discussion and colloquy here tonight that the congressional pay raise, including automatics, future considerations clause or otherwise, is out of the bill as passed by the other body?

Mr. MORRISON. That is correct.

Mr. HALL. Secondly, has there been a promise on the part of the other body

or the potential conferees, or the leadership, or any others, that there will be consideration of an additional pay raise next year in the 2d session of the 89th Congress?

Mr. MORRISON. Mr. Speaker, if the gentleman will yield, I believe the chairman of the committee of the other body in his speech today on the floor of the other body said that next year the other body would have ample time in which to go into all comparability features of the problem.

Mr. HALL. Mr. Speaker, I thank the gentleman and I appreciate the gentleman's yielding to me, and I compliment the gentleman.

Mr. CORBETT. Mr. Speaker, I would like to ask the gentleman from Arizona [Mr. UDALL], before I do yield to him, if the gentleman would not agree that the other body really had ample time in which to act on these features? Was not this bill finally reported and passed here in the House of Representatives about September 13?

Mr. UDALL. Mr. Speaker, if the gentleman will yield, September 30 was the day of its passage.

Mr. CORBETT. But we had been working on the bill practically all year; is that not true?

Mr. UDALL. Mr. Speaker, if the gentleman will yield further, this is correct.

Mr. CORBETT. Mr. Speaker, now I would be very happy to yield to the gentleman from Arizona [Mr. UDALL].

Mr. UDALL. Mr. Speaker, I thank the gentleman for yielding to me and let me say, before we take final action on this, we may not be fair to the Federal employees and honest with the Federal employees, and we are not in this bill but we ought to be fair and honest with ourselves.

Mr. Speaker, before we take action on this matter we ought to know what we are doing.

Mr. Speaker, this bill left the House of Representatives as one of the best pay bills that has ever been carefully drafted and sent to the other body.

Mr. Speaker, I was the "father" of it, because it had my name on it, although it should have carried the names of many other sponsors of this legislation.

Then, Mr. Speaker, I was the proud parent. But this bill comes back tonight, as a watered down, toothless, illegitimate, emaciated, outrage. That is about all I can say about it.

Mr. Speaker, I do not believe I am going to deny paternity but perhaps I ought to do so.

But, Mr. Speaker, let me tell the Members of the House another thing about this bill and what the other body has done to us. They have deliberately put us in a situation here tonight where we have to take it or leave it.

First, Mr. Speaker, this is not a compromise. It is a total capitulation. The House of Representatives has been had. We have not had an opportunity to work on it. They have sent it back to us in a situation where we have no choice but to accept it.

Second, Mr. Speaker, this is not a bill that has been written by the Congress.

This is a bill that was written by the Bureau of the Budget and the White House. It was passed under pressure and under the threat of veto.

Mr. Speaker, when we accept this monstrosity tonight we have abrogated our function in formulating pay legislation for some 2 million Federal employees.

In this bill, as the gentleman stated a moment ago, in my judgment this great, glorious principle of comparability is dead. Four years ago we said to the Federal employees "This is what we are going to do. Now we have a standard of pay. It is equality with private enterprise." By this bill we postpone any action. The second phase we had for next year would go about one-half the way toward comparability. We say now "Wait until next year. Maybe we will begin to move." I do not think we will then if the actions of this year are any indication.

The next thing we ought to keep in mind is the point about passing a pay bill in an election year. For 10 years we have had a Federal pay bill in every election year. We could have avoided this situation. Now this too goes down the drain. Next year we will be back here with a good old election year bill. I can say to the people in the Budget Bureau they will not save any money, because it is going to cost more, it will be a bigger bill, and I will probably support it in light of what has occurred.

One more point. The attempt to make some sense out of keeping the judicial and congressional and executive pay in line with the other pay in the four Federal pay systems has gone down the drain. We did do it in the House when we knocked out the automatic feature to keep it in line with the GS-18 scales. But we did say every 4 years we would take a look at the military pay and other pay systems, and attempt to make some recommendations and keep them in line. The administration wanted this. But the Senate threw this overboard, too.

We tried to adjust some overtime inequities among the classified. This went overboard also. The things we carefully put together over the weeks of study and hearings have been thrown overboard also.

So tonight, if we approve this, we bow to the guidelines. The guidelines are apparently sacred and all important. The guidelines didn't mean anything, however, when we passed the military pay bill. It was a half billion dollars more than the administration recommended, but tonight the Federal employees have to make way for the guidelines.

So I am not at all happy about the bill. I am somewhat like the small-town editor who was asked if he had any opinion on a burning issue and he said, "Well, I have not made up my mind, but when I do I will be bitter."

I have made up my mind about this thing. I am bitter, I guess, but I am not going to object. However, when you go home tonight or tomorrow, and meet with your postal employees, do not brag about this bill. The average letter carrier is going to get about \$3 a week in-

crease, although he is entitled to a minimum of \$700 a year. As I stated, I am not going to object. Maybe I ought to, but in light of the realities of the situation we ought to know what we are doing tonight.

I think we all will agree with the thoughtful comment of a great statesman that the key to successful legislation is the art of compromise. To be perfectly blunt, what we have done here is substitute capitulation for compromise in accepting the amendment written in the other body that masquerades under the guise of a reasonable Federal Salary Act.

I hasten to say that all the blame should not be placed on that body. There is plenty to go around among the bureaucrats, advisers, and self-styled experts who helped shape the aborted form of H.R. 10281 that was laid before this House—on a take-this-or-nothing basis—in the dying hours of this session of the 89th Congress. The one bright ray in an otherwise dismal prospect is the wise judgment of the House of Representatives in passing H.R. 10281 by an overwhelming vote on September 30.

Our House bill was a good bill, a statesmen like bill—indeed, a bill that exemplified the art of legislative compromise in its best sense. It was the refined product of careful and extensive consideration in the Post Office and Civil Service Committee and thorough debate in the House. No one gained everything asked or wanted, and everyone had to yield something in a spirit of give and take to work the will of the House. The result was an act that was meaningful and encouraging to 1.8 million employees and promised even greater value in the management of the vast affairs of our National Government.

The bill was reported to the House only after careful and exhaustive hearings before our standing Subcommittee on Compensation. The subcommittee members applied themselves with utmost diligence and attention to develop all of the information and evidence needed by the committee and the House to make sound decisions. The subcommittee met in a number of executive sessions, as well as in informal conferences and meetings with both administration and employee representatives, and the committee itself deliberated extensively over a period of 8 days before reporting the bill on a vote of 20 to 3.

Mr. Speaker, Federal salary policy is not only complex, it is critically important to the success of our defense effort and other domestic and worldwide commitments of the Government. It is a matter—like marriage vows—not to be entered into lightly. The determination of a sound and useful salary policy is a task you have got to give your whole mind to.

Our House bill was a sincere, moderate, and wholly reasonable attempt to move toward comparability between Federal and private enterprise salaries, in accordance with the congressional policy laid down in Public Law 87-793, and to remedy certain long-standing inequities in the pay statutes. I will not say the path was easy or deny that a good deal

of courage was required in the face of pressures that were just as heavy here as in the other body. It is to the eternal credit of our Members that the House produced a bill that at least met the minimum standards we were in honor bound to observe. We kept the trust imposed on us when we committed ourselves to the comparability principle 3 short years ago.

Now, I ask, where does our magnificent comparability policy stand in the bill forced on us today? Were all of the great principles of Public Law 87-793 mere platitudes, to lull postal and other Federal employees—to say nothing of Members of Congress—into a false hope that we had finally laid the foundation for a sensible and workable salary system? Is Federal salary comparability, after all, only a myth?

We were happy and proud when our 1962 and 1964 salary bills were hailed as great advances in public administration. Should we take equal shame when we hear this measure described, on all sides, as at best as woefully inadequate and at worst a breach of trust and a miserable abomination?

In the House, public hearings were conducted on 11 separate days extending over a period from June 1 to June 29. The subcommittee met in executive session three times over a 7-day period, and the committee met in executive session on July 29, August 3, August 4, and August 5, to perfect the bill finally reported to the House. There were, as I have noted, many other informal meetings between our Members and representatives of the administration and employee groups. I think it is fair to add that the vast majority of my personal time and attention throughout this session has been devoted to this Federal salary legislation.

The committee in the other body, in sharp contrast, held only 2 days of public hearings on the House bill, into which all of the testimony and the views of interested parties were crammed. With this attenuated public exposure the Senate—under harsh threat of veto and unrelenting pressures—struck out all of the carefully prepared House bill and in its place wrote an amendment that leaves the whole subject of Federal salary policy in utter chaos. I forecast, with no hesitancy, that it will work out more to the detriment of the Government—and the taxpayers—than to the employees, whom it also cheats.

In the first place, one of the most obvious practical advantages of the comparability policy adopted in 1962 was its promise of orderly and precise salary adjustments to go hand in hand with those in the private sector, thus avoiding the danger of over-liberal and distorted pay raises enacted during election years under the attendant pressures and influences. With H.R. 10281 in the shape enacted by the other body, no one is so naive as to believe there will not be a pressure-laden salary bill enacted by the Congress next year—with great acclamation.

For another thing, this aborted version of a pay bill is pennywise and pound foolish. Our House bill provided

a 4 percent general increase this month, and a second-phase increase a year later that would have averaged out at approximately 4¼ percent, with the latter covering only three-fourths of the fiscal year 1967. With that second-phase raise removed from our bill, and in the light of past experience, it is a foregone conclusion that next year will see a pay raise of 6 percent or more taking effect for the full 1967 fiscal year. The meager four-tenths of 1 percent saving which the Senate amendment purports to achieve will be far outweighed by next year's handsome increase.

But, however, those practical aspects may be, the most damaging loss from the striking of the second-phase increase is that it may be the death-knoll of Federal salary comparability in our time. One of the great values of the second-phase increase was its movement of middle- and upper-level Federal salaries toward reasonably current comparability with private enterprise salary rates for positions of equal levels of responsibility. The Senate's 3.6 percent increase leaves the lower salary grades and levels roughly comparable with private enterprise rates for February–March 1964, but relegates the middle and upper grades to 1963 and 1962 comparability, respectively. If we are unable to correct even a part of these glaring deficiencies in the middle and upper grades as part of a bill granting but a 3.6-percent general increase, how in the name of logic can we hope to improve the situation next year along with a far more costly general percentage increase?

Mr. Speaker, to this point I have dealt only with the impact of our Federal statutory salary systems of the toothless and watered down version of our pay bill that came back to us today. The crowning irony of the Senate amendment is that, in its blunderbuss efforts to pacify administration objectors, it has not only destroyed comparability, but for all intents and purposes, it has knocked out even those things the administration agrees to or most dearly desires.

The first of these is the Federal Salary Review Commission. John W. Macy, Jr., Chairman of the Civil Service Commission, appearing before our Compensation Subcommittee, stated:

The quadrennial reviews by a Federal Salary Review Commission should result in reduction of the time-lag in statutory schedule adjustments, substantial saving of the time of Congress, and more orderly relationships among top Federal salaries, career-level civilian rates, and compensation of the uniformed services.

I agree with Chairman Macy, and the House Members must agree with him since they included this section in the House-passed bill. But the Senate rejected the opinion of both the administration and the House of Representatives.

Next is the perplexing problem in connection with the salaries of Members of Congress, Federal executives, and judges.

In submitting its salary recommendations to the Congress the administration had recommended that we include in our bill a provision that would set up an automatic salary adjustment procedure

for the officials on an orderly and timely basis. Our bill, as reported from the committee, modified the administration's proposal but did establish a responsible method of dealing with this problem. It was a well-considered procedure that we are confident would have eliminated the chaos we confront approximately every 20 years when it becomes necessary to jump the salaries of Members of Congress, executives, and judges in a high percentage amount.

Last year the Congress was forced to face this dilemma because of the compression that existed in the statutory salary systems and the Congress was forced to raise the salaries of its own Members, Federal executives, and judges by \$7,500. The Congress simply had no choice in the matter.

However, the other body saw fit to reject any proposal in its bill that would attempt to solve the agonizing problem of keeping the salaries of Members of Congress in an orderly relationship with all other salary systems.

Mr. Speaker, it was my earnest hope, and one that I am sure most Members of the House shared with me, that here in the closing days of this session of Congress, we would be implementing and enunciating anew the cherished promise of comparability. The nearly 2 million citizens of this country who have chosen a career of service to their Government have been looking to us for further assurances that they would not be treated as second-class citizens and that they would not have to suffer economically simply because they chose to work for the Federal Government rather than for private enterprise.

Unfortunately, no other conclusion can be reached today than that we have forsaken the promise of comparability and that we have bowed to the expediency of simply granting another across-the-board pay raise.

If we cannot be fair and honest with our Federal employees, we have simply got to be fair and honest with ourselves. We have got to admit our complicity in the collapse of comparability.

Mr. O'NEILL of Massachusetts. Mr. Speaker, will the gentleman yield?

Mr. CORBETT. I yield to the gentleman from Massachusetts.

Mr. O'NEILL of Massachusetts. I would like to ask the gentleman from Louisiana what happens to the pay raise we had in the original bill concerning the members of the Parole Commission?

Mr. MORRISON. The Senate took that out too.

Mr. KREBS. Mr. Speaker, will the gentleman yield?

Mr. CORBETT. I yield to the gentleman from New Jersey.

Mr. KREBS. Mr. Speaker, I rise to associate myself with the position of the subcommittee chairman [Mr. UDALL]. I feel precisely the same as he does.

Mr. YOUNGER. Mr. Speaker, will the gentleman yield?

Mr. CORBETT. I yield to the gentleman from California.

Mr. YOUNGER. I would like to ask the gentleman from Louisiana a question: If this bill is so bad, which I think it is, we had it under consideration over

10½ months. What is wrong with sending this bill back to conference, and staying here another day? We have been meeting 10½ months. One day longer is not going to be a hardship.

Mr. MORRISON. As I say, the bill is not what we want, but I think at this time we have to take this bill or nothing.

Mr. UDALL. Mr. Speaker, will the gentleman yield?

Mr. CORBETT. I yield to the gentleman.

Mr. UDALL. This was my reaction originally. I have spoken as the gentleman from Louisiana has, in the last few hours, to the leaders of the employee organizations who came in here asking and justifying, perhaps, a 6-percent or a 7-percent raise. We put it to them cold turkey—do you want this watered-down bill or do you want to come back next year and try to improve it? It is the recommendation and judgment of the leaders of the major Federal employee organizations that they would rather have this than to go in the other direction. That is the main reason I am taking the position I am taking tonight.

Mr. Speaker, I ask unanimous consent to revise and extend my remarks as I have some more things I want to say about this bill.

The SPEAKER. Without objection, it is so ordered.

There was no objection.

Mr. CUNNINGHAM. Mr. Speaker, will the gentleman yield?

Mr. CORBETT. I yield to the gentleman.

Mr. CUNNINGHAM. Mr. Speaker, I want to concur in what the gentleman from Arizona just said. This is a bad bill. It is a watered-down bill. I have, as he has, been in touch with the leaders of the postal unions and the other Federal civilian employee organizations. I guess we are going to have to take this or nothing. So I guess we are going to have to take this.

Mr. BELCHER. Mr. Speaker, will the gentleman yield?

Mr. CORBETT. I yield to the gentleman from Oklahoma.

Mr. BELCHER. I would like to ask the gentleman from Arizona if it is fair to say that the postal workers and the Federal workers are going to have to pay part of the bill for the war on poverty in Appalachia?

Mr. UDALL. This is precisely the case. We have increased Federal spending this year by some \$4 or \$5 billion. No one raised these guidelines when these bills were up. But the guideline question came up and the brunt of it all is borne by the Federal workers who already are 3 to 5 years behind the pay scales in private industry. This is the thing I do not like about it.

Mr. DENT. Mr. Speaker, will the gentleman yield?

Mr. CORBETT. I yield to the gentleman from Pennsylvania.

Mr. DENT. I want to tell my colleagues the true story of what has happened in the State of Pennsylvania. In 1913 the first workmen's compensation act was passed in the State of Pennsylvania. Every 2 years in the biennial ses-

sion of the State legislature a modest increase was asked for in the workmen's compensation act. But certain very good friends of the workingman always tried to double or triple the amount of benefits that were asked for. So for 20 long years not 1 cent of increase was ever given to the workingman of Pennsylvania because when their friends—their real friends—wanted to give them a little, some of their enemies wanted to give them too much—and so for 20 long years they never got anything.

Mr. OLSEN of Montana. Mr. Speaker, will the gentleman yield?

Mr. CORBETT. I yield to the gentleman.

Mr. OLSEN of Montana. Folks, the hour is getting late. I think we ought to get back to the real central point. The real central point is that we only have one thing left that we really can support and that is the annual review of the salaries and wages of Federal employees. However, my dear friend, UDALL, of Arizona, does not like this bill. I want you to know I dislike it more than he does. But I do like the proposition—and it is a good proposition—that we are going to establish a precedent tonight that we are going to review the wages and salaries of Federal employees just as often—and not more often—but just as often as they are reviewed in private employment.

So while I do not like the terms of this bill, I am going to support it. I recommend everybody here now—let us take it. Then let us follow the gentleman from Arizona [Mr. UDALL] again next year when he calls his committee together and we will review the whole situation all over again. Please vote for this bill.

Mr. CORBETT. Mr. Speaker, I yield to the gentleman from Maryland [Mr. MATHIAS] for what he promises will be the shortest speech of the session.

Mr. MATHIAS. Mr. Speaker, to what has been said by the gentleman from Pennsylvania [Mr. CORBETT], the gentleman from Arizona [Mr. UDALL], and the gentleman from Montana [Mr. OLSEN], I merely say, "Amen."

Mr. CORBETT. Mr. Speaker, I would just like to say finally that these gentlemen have told us one thing one time and another thing another time. I hope next year they will be able to tell us which time they mean it and which time they do not mean it.

Mr. Speaker, I withdraw my reservation of objection.

Mr. DUNCAN of Oregon. Mr. Speaker, a man—or a woman—is worth his pay. As much so in Government as in private employment. From the recitals which we have heard on the floor tonight of the changes made by the Senate in the bill which passed the House, apparently at the instigation of the Bureau of the Budget, little remains of the carefully thought-out work of the gentleman from Arizona [Mr. UDALL] and his colleagues.

The Senate version appears to meet with universal condemnation by the members of the House committee. Yet we are urged to accept it with the alternative being no bill at all.

I raise no objection solely because the

gentleman from Louisiana [Mr. MORRISON], the gentleman from Arizona [Mr. UDALL], and the gentleman from Montana [Mr. OLSEN] indicate their judgment that the Senate amendments should be accepted.

My own judgment is that it should not be done but we should refuse to concur in the Senate amendments and request a conference. Though everyone in the House is anxious to adjourn, similar conditions must and do exist in the Senate; the same pressures that affect us here tonight will, likewise, affect them. In any event, anxious as I am to adjourn, I do not want to adjourn such an outstanding session on a sour note, leaving behind us a job which we know is not well done. For my part, I am prepared to stay in session until this matter is not just resolved but resolved properly. I recall the late, great Ambassador Stevenson's reply to the Russian delegate during the Cuban confrontation where he said words to this effect: "I am prepared to sit here 'till Hell freezes over waiting for your answer." I am prepared to sit here for a similar period while we negotiate a satisfactory compromise to this disagreement over the Federal pay bill rather than capitulate, simply to adjourn.

I am constrained, nevertheless, to bow to the judgment of the gentleman from Arizona and to follow, not the leadership of the Bureau of the Budget nor the leadership of the Senate, but the leadership of our own House who have spent infinite amounts of time and study on this matter. I do so, however, with regret.

The SPEAKER. Is there objection to the request of the gentleman from Louisiana [Mr. MORRISON]?

There was no objection.

The Senate amendments were concurred in.

A motion to reconsider was laid on the table.

GENERAL LEAVE

Mr. CUNNINGHAM. Mr. Speaker, I ask unanimous consent that all Members have 5 legislative days in which to extend their remarks on the pay raise bill that we have just discussed.

The SPEAKER. Without objection, it is so ordered.

APPOINTMENT OF COMMITTEE TO WAIT UPON THE PRESIDENT

Mr. BOGGS. Mr. Speaker, I offer a resolution (H. Res. 623) and ask unanimous consent for its immediate consideration.

The Clerk read the resolution, as follows:

H. RES. 623

Resolved, That a committee of two Members be appointed by the House to join a similar committee appointed by the Senate, to wait upon the President of the United States and inform him that the two Houses have completed their business of the session and are ready to adjourn, unless the President has some other communication to make to them.

The SPEAKER. Is there objection to the request of the gentleman from Louisiana?

There was no objection.

The resolution was agreed to.

A motion to reconsider was laid on the table.

The SPEAKER. The Chair appoints as Members of the committee on the part of the House to notify the President the gentleman from Louisiana Mr. Boggs, and the gentleman from Michigan, Mr. GERALD R. FORD.

SUSPENSION OF DEPORTATION OF CERTAIN ALIENS

Mr. RODINO. Mr. Speaker, I call up Senate Concurrent Resolution 49 and ask for its immediate consideration.

The Clerk read the resolution, as follows:

S. CON. RES. 49

Resolved by the Senate (the House of Representatives concurring), That the Congress favors the suspension of deportation in the case of each alien hereinafter named, in which case the Attorney General has suspended deportation pursuant to the provisions of section 244(a)(2) of the Immigration and Nationality Act, as amended (66 Stat. 204; 8 U.S.C. 1251):

A-8249034, Pilch, Jan.
A-4291563, Placzekiewicz, Stanley James.
A-12358710, Hoy, Hom Fook.
A-2563752, Ninomiya, Issaku.
A-4291730, Palumbo, John.
A-5972279, Rieger, Ferenz.
A-4262857, Rosen, Morris.
A-7962109, Tomczak, Michael.
A-1149855, Bohun, Sil.
A-5829164, Gricus, Franciskus.
A-4986241, Jiminez-Gomez, Rafael.
A-11199183, Kong, Dunn Chong.
A-11928583, Louie, King Fong.
A-4169178, Mejia-Cortes, Anacleto.
A-1614102, Rosenberg, Ben.
A-13165748, Wong, Wing Art.
A-4705363, Lubin, Irving.
A-3840332, Sanchez-Monroy, Jose.
A-5055592, de la Trinidad-Berroteran, Jesus.
A-1565564, Vargas-Barrera, Pedro.
A-7930331, Altman, Nathan.
A-7222730, Bach, Harry.
A-10162061, Goon, Phillip Que.
A-12360130, Som, Tom.
A-5848373, Arroyo-Olague, Pedro.
A-6777333, Cornez, Edward A.
A-4360830, Pulido-Hernandez, Julie.
A-3925714, Sobona, Karl.
A-13020489, Suey, Fun Jung.
A-6008514, Vda De Delgado, Antonia Rios.
A-5399916, Pospasil, Rose Antoinette.
A-5621715, Remenyi, Alajas Aladar.

The resolution was agreed to.

A motion to reconsider was laid on the table.

LEGISLATION FOR THE PROTECTION OF THE VICTIM OF CRIMINAL ASSAULT

(Mrs. GREEN of Oregon asked and was given permission to address the House for 1 minute.)

Mrs. GREEN of Oregon. Mr. Speaker, the victim of a crime is in a very real sense a double victim. He is attacked by the assailant, often brutally beaten, left senseless by the criminal, stripped of his possessions, his body battered and torn. At times, there is death or perma-

nent injury to one who supports a family or is responsible for the care of children.

The assault victim also loses in another way. Society, which takes upon itself the responsibility of repressing crime and prosecuting those who violate its law, at present shows little concern for the victim of the mugger, the rapist, or the murderer. Too often, the only interest in the victim is that he is in good enough condition to be a possible witness in a prosecution.

While the criminal is given every protection of the Constitution and the law and free legal counsel—if he needs it, the victim is afforded little, even though it is he who has suffered the most.

The distinguished Senator YARBOROUGH, of Texas, has introduced legislation to better balance the values of police protection and constitutional rights for the accused and community care for the victim. The theory under which this legislation is introduced—to compensate the victims of crimes of violence for injuries to the person—is fairly new in this country. Great Britain and New Zealand already have compensation plans, and the State of California recently embarked on such a program. The distinguished Senator from Texas, Mr. YARBOROUGH, has introduced similar legislation.

Compensation plans have the backing of some of the Nation's most distinguished jurists. As former Supreme Court Justice Arthur Goldberg pointed out, the victim of a violent crime "has been denied the protection of the laws in a very real sense, and society should assume some responsibility for making him whole."

This legislation proposes setting up a Federal Violent Crimes Compensation Commission, a three-man tribunal chosen for their legal prowess, which would consider the claims of those who suffer physical injuries during the commission of crimes. The Commission will decide if the victim is actually an innocent party and it will determine the level of compensation. In setting the compensation the Commission will provide only for actual medical costs suffered by the victim, including rehabilitation services involved. In the event of a murder, the victim's dependents would be paid, but in no event would the compensation exceed \$25,000. A victim of a crime of violence, to receive compensation, would have to give notice of intent to submit his claim within 1 month of injury. The Commission would set up the standards of evidence. There would be no appeal from the decision of the Commission.

Such a law, it seems to me, is the very least that we can do for those who innocently suffer from the wanton assaults of those who have no respect for law or authority—or who decide to take the law into their own hands. So far, society has shown little concern for those who pay the most. There are the days lost from work, the medical costs of recuperation. There is the pain and suffering. There may be years of physical and psychological torment. It is hoped that

in a small way this bill can start the national effort necessary to insure that victims of crimes are protected by society and returned to their jobs and families as quickly and painlessly as possible.

I am introducing similar legislation to Senator YARBOROUGH's on this, the closing day of the 1st half of the 89th Congress, hoping that some staff work will be done during the recess and that the attention of the committee can be directed to it early next year.

MILTON J. SHAPP, PENNSYLVANIA INDUSTRIALIST AND PUBLIC SERVANT, SPEAKS ON THE PROPOSED PENN-CENTRAL RAILROAD MERGER

(Mr. RHODES of Pennsylvania asked and was given permission to extend his remarks and to include extraneous matter.)

Mr. RHODES of Pennsylvania. Mr. Speaker, when my friend, Milton Shapp, a successful businessman with a heart, speaks or argues on a matter of public concern, I generally have but one observation to make—he is a serious student of whatever he undertakes and the public interest is his.

Yesterday, he appeared before the Interstate Commerce Commission, to argue against the proposed Penn-Central Railroad merger. I have not studied firsthand this most involved question. At this moment, I cannot even say whether I believe Milton Shapp is right or wrong in his viewpoint. I do know that he is now and will always remain a singular businessman.

He knows the value of business profit. He also knows the profit that comes from correctly evaluating that which affects all our daily lives. This includes economics that are affected by such gigantic joining together of two giant transportation systems such as the Pennsylvania Railroad with the New York Central Railroad.

The Washington Post this morning ran a story which mentioned Milton Shapp's testimony as well as that of Leon Keyserling, the chief economist of former President Harry Truman, as well as Joseph J. Saunders, who spoke for the Justice Department.

With permission of the House, Mr. Speaker, I include Milton Shapp's testimony and the Washington Post article:

ORAL ARGUMENT BEFORE THE INTERSTATE COMMERCE COMMISSION, BY MILTON J. SHAPP, OF PHILADELPHIA, PA.

(Finance Docket No. 21989, Pennsylvania Railroad Co., merger, New York Central Railroad Co., Finance Docket No. 21990, Pennsylvania Railroad Co., stock issuance, October 21, 1965)

During the past 15 years I have visited almost every community in Pennsylvania; devoting considerable time to studying the problems of the Commonwealth and working on plans to redevelop its failing economy. For the last 3 years I have followed closely the proposals advanced by the PRR-NYC railroads to merge their companies, and have analyzed in depth the effect such a merger would have upon the economy of the Commonwealth.



Public Law 89-301
89th Congress, H. R. 10281
October 29, 1965

An Act

To adjust the rates of basic compensation of certain officers and employees of the Federal Government, and for other purposes.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That this Act may be cited as the "Federal Employees Salary Act of 1965".

EMPLOYEES SUBJECT TO CLASSIFICATION ACT OF 1949

SEC. 2. (a) Section 603(b) of the Classification Act of 1949, as amended (78 Stat. 400; 5 U.S.C. 1113(b)), is amended to read as follows:

Federal Employees Salary Act of 1965.

"(b) The compensation schedule for the General Schedule shall be follows:

Grade	Per annum rates and steps									
	1	2	3	4	5	6	7	8	9	10
GS-1.....	\$3,507	\$3,626	\$3,745	\$3,864	\$3,983	\$4,102	\$4,221	\$4,340	\$4,459	\$4,578
GS-2.....	3,814	3,943	4,072	4,201	4,330	4,459	4,588	4,717	4,846	4,975
GS-3.....	4,149	4,289	4,429	4,569	4,709	4,849	4,989	5,129	5,269	5,409
GS-4.....	4,641	4,797	4,953	5,109	5,265	5,421	5,577	5,733	5,889	6,045
GS-5.....	5,181	5,352	5,523	5,694	5,865	6,036	6,207	6,378	6,549	6,720
GS-6.....	5,702	5,884	6,066	6,278	6,470	6,662	6,854	7,046	7,238	7,430
GS-7.....	6,269	6,476	6,683	6,890	7,097	7,304	7,511	7,718	7,925	8,132
GS-8.....	6,969	7,097	7,325	7,553	7,781	8,009	8,237	8,465	8,693	8,921
GS-9.....	7,479	7,733	7,987	8,241	8,495	8,749	9,003	9,257	9,511	9,765
GS-10.....	8,184	8,464	8,744	9,024	9,304	9,584	9,864	10,144	10,424	10,704
GS-11.....	8,961	9,267	9,573	9,879	10,185	10,491	10,797	11,103	11,409	11,715
GS-12.....	10,619	10,987	11,355	11,723	12,091	12,459	12,827	13,195	13,563	13,931
GS-13.....	12,510	12,945	13,380	13,815	14,250	14,685	15,120	15,555	15,990	16,425
GS-14.....	14,630	15,188	15,696	16,204	16,712	17,220	17,728	18,236	18,744	19,252
GS-15.....	17,055	17,645	18,235	18,825	19,415	20,005	20,595	21,185	21,775	22,365
GS-16.....	19,619	20,297	20,975	21,653	22,331	23,009	23,687	24,365	25,043	-----
GS-17.....	22,217	22,994	23,771	24,548	25,325	-----	-----	-----	-----	-----
GS-18.....	25,382	-----	-----	-----	-----	-----	-----	-----	-----	-----

(b) Except as provided in section 504(d) of the Federal Salary Reform Act of 1962 (78 Stat. 412; 5 U.S.C. 1173(d)), the rates of basic compensation of officers and employees to whom the compensation schedule set forth in subsection (a) of this section applies shall initially adjusted as of the effective date of this section, as follows:

Adjustment of rates.

(1) If the officer or employee is receiving basic compensation immediately prior to the effective date of this section at one of the rates of a grade in the General Schedule of the Classification Act of 1949, as amended, he shall receive a rate of basic compensation at the corresponding rate in effect on and after such date.

78 Stat. 400.

(2) If the officer or employee is receiving basic compensation immediately prior to the effective date of this section at a rate between two rates of a grade in the General Schedule of the Classification Act of 1949, as amended, he shall receive a rate of basic compensation at the higher of the two corresponding rates in effect on and after such date.

79 STAT. 1111.

79 STAT. 1112.

(3) If the officer or employee is receiving basic compensation immediately prior to the effective date of this section at a rate in excess of the maximum rate for his grade, he shall receive (A) the maximum rate for his grade in the new schedule, or (B) his existing rate of basic compensation if such existing rate is higher.

(4) If the officer or employee, immediately prior to the effective date of this section, is receiving, pursuant to section 2(b) (4) of the Federal Employees Salary Increase Act of 1955, an existing aggregate rate of compensation determined under section 208(b) of the Act of September 1, 1954 (68 Stat. 1111), plus subsequent

69 Stat. 173.

5 USC 1113

note.

5 USC 926 note.

increases authorized by law, he shall receive an aggregate rate of compensation equal to the sum of his existing aggregate rate of compensation, on the day preceding the effective date of this section, plus the amount of increase made by this section in the maximum rate of his grade, until (i) he leaves his position, or (ii) he is entitled to receive aggregate compensation at a higher rate by reason of the operation of this Act or any other provision of law; but, when such position becomes vacant, the aggregate rate of compensation of any subsequent appointee thereto shall be fixed in accordance with applicable provisions of law. Subject to clauses (i) and (ii) of the immediately preceding sentence of this paragraph, the amount of the increase provided by this section shall be held and considered for the purposes of section 208(b) of the Act of September 1, 1954, to constitute a part of the existing rate of compensation of the employee.

(5) If the officer or employee, at any time during the period beginning on the effective date of this section and ending on the date of enactment of this Act, was promoted from one grade under the Classification Act of 1949, as amended, to another such grade at a rate which is above the minimum rate thereof, his rate of basic compensation shall be adjusted retroactively from the effective date of this section to the date on which he was so promoted, on the basis of the rate which he was receiving during the period from such effective date to the date of such promotion and, from the date of such promotion, on the basis of the rate for that step of the appropriate grade of the General Schedule contained in this section which corresponds numerically to the step of the grade of the General Schedule for such officer or employee which was in effect (without regard to this Act) at the time of such promotion.

REDETERMINATIONS OF ACCEPTABLE LEVELS OF COMPETENCE

SEC. 3. Section 701 of the Classification Act of 1949, as amended (5 U.S.C. 1121), is amended by adding the following new subsection at the end thereof:

"(c) Whenever a determination is made under subsection (a) of this section that the work of an officer or employee is not of an acceptable level of competence, he shall be given prompt written notice of that determination and an opportunity for reconsideration of the determination within his department under uniform procedures established by the Commission. If the determination is affirmed upon reconsideration, the employee shall have a right of appeal to the Commission. If the reconsideration or appeal results in a reversal of the earlier determination, the new determination shall supersede the earlier determination and shall be deemed to have been made as of the date of the earlier determination. The authority of the Commission to establish procedures and the right of appeal by the officer or employee to the Commission shall not apply to determinations of acceptable level of competence made by the Librarian of Congress."

Commission
authority,
limitation.

79 STAT. 1112.

79 STAT. 1113.

POSTAL FIELD SERVICE EMPLOYEES

Postal Field Service
Schedule.
78 Stat. 406.

SEC. 4. (a) Section 3542(a) of title 39, United States Code, is amended to read as follows:

"(a) There is established a basic compensation schedule for positions in the postal field service which shall be known as the Postal Field Service Schedule and for which the symbol shall be 'PFS'.

68 Stat. 1111.
5 USC 926 note.

76 Stat. 847.

Except as provided in sections 3543 and 3544 of this title, basic compensation shall be paid to all employees in accordance with such schedule.

"POSTAL FIELD SERVICE SCHEDULE

"PFS	Per annum rates and steps											
	1	2	3	4	5	6	7	8	9	10	11	12
1	\$4,086	\$4,221	\$4,356	\$4,491	\$4,626	\$4,761	\$4,896	\$5,031	\$5,166	\$5,301	\$5,436	\$5,571
2	4,424	4,569	4,714	4,859	5,004	5,149	5,294	5,439	5,584	5,729	5,874	6,019
3	4,750	4,941	5,102	5,263	5,424	5,585	5,746	5,907	6,068	6,229	6,390	6,551
4	5,181	5,352	5,523	5,694	5,865	6,036	6,207	6,378	6,549	6,720	6,891	7,062
5	5,536	5,722	5,908	6,094	6,280	6,466	6,652	6,838	7,024	7,210	7,396	7,582
6	5,941	6,138	6,335	6,532	6,729	6,926	7,123	7,320	7,517	7,714	7,911	8,108
7	6,361	6,573	6,785	6,997	7,209	7,421	7,633	7,845	8,057	8,269	8,481	
8	6,888	7,116	7,344	7,572	7,800	8,028	8,256	8,484	8,712	8,940		
9	7,449	7,697	7,945	8,193	8,441	8,689	8,937	9,185	9,433	9,681		
10	8,110	8,385	8,660	8,935	9,210	9,485	9,760	10,035	10,310	10,585		
11	8,961	9,267	9,573	9,879	10,185	10,491	10,797	11,103	11,409	11,715		
12	9,914	10,251	10,588	10,925	11,262	11,599	11,936	12,273	12,610	12,947		
13	10,956	11,334	11,712	12,090	12,468	12,846	13,224	13,602	13,980	14,358		
14	12,077	12,497	12,917	13,337	13,757	14,177	14,597	15,017	15,437	15,857		
15	13,349	13,810	14,271	14,732	15,193	15,654	16,115	16,576	17,037	17,498		
16	14,751	15,264	15,777	16,290	16,803	17,316	17,829	18,342	18,855	19,368		
17	16,320	16,890	17,460	18,030	18,600	19,170	19,740	20,310	20,880	21,450		
18	18,078	18,710	19,342	19,974	20,606	21,238	21,870	22,502	23,134	23,766		
19	20,042	20,741	21,440	22,139	22,838	23,537	24,236	24,935				
20	22,217	22,994	23,771	24,548	25,325							

(b) Section 3543(a) of title 39, United States Code, is amended to read as follows:

"(1) There is established a basic compensation schedule which shall be known as the Rural Carrier Schedule and for which the symbol shall be 'RCS'. Compensation shall be paid to rural carriers in accordance with this schedule.

Rural Carrier
Schedule.
78 Stat. 406.

"RURAL CARRIER SCHEDULE

	"Per annum rates and steps											
	1	2	3	4	5	6	7	8	9	10	11	12
Carrier in rural delivery service: Fixed compensation per annum	\$2,301	\$2,412	\$2,523	\$2,634	\$2,745	\$2,856	\$2,967	\$3,078	\$3,189	\$3,300	\$3,411	\$3,522
Compensation per mile per annum for each mile up to 30 miles of route	86	88	90	92	94	96	98	100	102	104	106	108
each mile of route over 30 miles	25	25	25	25	25	25	25	25	25	25	25	25"

(c) Section 3544(a) of title 39, United States Code, is amended to read as follows:

"(a) There is established a basic compensation schedule which shall be known as the Fourth Class Office Schedule and for which the symbol shall be 'FOS', for postmasters in post offices of the fourth class which is based on the revenue units of the post office for the preceding fiscal year. Basic compensation shall be paid to postmasters in post offices of the fourth class in accordance with this schedule.

Fourth Class
Office Schedule.

“FOURTH CLASS OFFICE SCHEDULE

“Revenue units	Per annum rates and steps											
	1	2	3	4	5	6	7	8	9	10	11	12
30 but fewer than 36	\$3,906	\$4,035	\$4,164	\$4,293	\$4,422	\$4,551	\$4,680	\$4,809	\$4,938	\$5,067	\$5,196	\$5,325
24 but fewer than 30	3,610	3,729	3,848	3,967	4,086	4,205	4,324	4,443	4,562	4,681	4,800	4,919
18 but fewer than 24	2,978	3,079	3,180	3,281	3,382	3,483	3,584	3,685	3,786	3,887	3,988	4,089
12 but fewer than 18	2,339	2,415	2,491	2,567	2,643	2,719	2,795	2,871	2,947	3,023	3,099	3,175
6 but fewer than 12	1,687	1,741	1,795	1,849	1,903	1,957	2,011	2,065	2,119	2,173	2,227	2,281
Fewer than 6	1,359	1,403	1,447	1,491	1,535	1,579	1,623	1,667	1,711	1,755	1,799	1,843

(d) The basic compensation of each employee subject to the Postal Field Service Schedule, the Rural Carrier Schedule, or the Fourth Class Office Schedule immediately prior to the effective date of this section shall be determined as follows:

(1) Each employee shall be assigned to the same numerical step for his position which he had attained immediately prior to such effective date. If changes in levels or steps would otherwise occur on such effective date without regard to enactment of the Act, such changes shall be deemed to have occurred prior to conversion.

(2) If the existing basic compensation is greater than the rate to which the employee is converted under paragraph (1) of this subsection, the employee shall be placed in the lowest step which exceeds his basic compensation. If the existing basic compensation exceeds the maximum step of his position, his existing basic compensation shall be established as his basic compensation.

POSTAL SERVICE OVERTIME AND HOLIDAY COMPENSATION

74 Stat. 651.

SEC. 5. (a) Section 3571 of title 39, United States Code, is amended to read as follows:

“§ 3571. Maximum hours of work

“(a) A basic workweek is established for all postal field service employees consisting of five eight-hour days. The work schedule of employees shall be regulated so that the eight hours of service does not extend over a longer period than ten consecutive hours.

“(b) The Postmaster General shall establish work schedules in advance for annual rate regular employees consisting of five eight-hour days in each week.

“(c) Except for emergencies as determined by the Postmaster General, the hours of service of any employee shall not extend over a longer period than twelve consecutive hours, and no employee may be required to work more than twelve hours in one day.

“(d) To the maximum extent practicable, senior regular employees shall be assigned to a basic workweek Monday through Friday, inclusive, except for those who express a preference for another basic workweek.”

(b) Section 3573 of title 39, United States Code, is amended to read as follows:

“§ 3573. Compensatory time, overtime, and holidays

“(a) In emergencies or if the needs of the service require, the Postmaster General may require employees to perform overtime work or to work on holidays. Overtime work is any work officially ordered or approved which is performed by—

"(1) an annual rate regular employee in excess of his regular work schedule,

"(2) an hourly rate regular employee in excess of eight hours in a day or forty hours in a week, and

"(3) a substitute employee in excess of forty hours in a week.

The Postmaster General shall determine the day and week used in computing overtime work.

"(b) For each hour of overtime work the Postmaster General shall compensate an employee in the 'PFS' Schedule as follows:

"(1) He shall pay each employee in or below salary level PFS-7 compensation at the rate of 150 per centum of the hourly rate of basic compensation for his level and step computed by dividing the scheduled annual rate of basic compensation by two thousand and eighty.

"(2) He shall grant each employee in or above salary level PFS-8 compensatory time equal to the overtime worked, or in his discretion in lieu thereof pay such employee compensation at the rate of 150 per centum of the hourly rate of basic compensation of the employee or of the hourly rate of the basic compensation for the highest step of salary level PFS-7, whichever is the lesser.

"(c) For officially ordered or approved time worked on a day referred to as a holiday in the Act of December 26, 1941 (55 Stat. 862; 5 U.S.C. 87b), or on a day designated by Executive order as a holiday for Federal employees, under regulations prescribed by the Postmaster General, an employee in the PFS schedule shall receive extra compensation, in addition to any other compensation provided for by law, as follows:

"(1) Each regular employee in or below salary level PFS-7 shall be paid extra compensation at the rate of 100 per centum of the hourly rate of basic compensation for his level and step computed by dividing the scheduled annual rate of basic compensation by two thousand and eighty.

"(2) Each regular employee in or above salary level PFS-8 shall be granted compensatory time in an amount equal to the time worked on such holiday within thirty working days thereafter or, in the discretion of the Postmaster General, in lieu thereof shall be paid extra compensation for the time so worked at the rate of 100 per centum of the hourly rate of basic compensation for his level and step computed by dividing the scheduled annual rate of basic compensation by two thousand and eighty.

"(3) For work performed on Christmas Day (A) each regular employee shall be paid extra compensation at the rate of 150 per centum of the hourly rate of basic compensation for his level and step, computed by dividing the scheduled annual rate of basic compensation by two thousand and eighty, and (B) each substitute employee shall be paid extra compensation at the rate of 50 per centum of the hourly rate of basic compensation for his level and step.

"(d) The Postmaster General shall establish conditions for the use of compensatory time earned and the payment of compensation for unused compensatory time.

"(e) Each regular employee whose regular work schedule includes an eight-hour period of service any part of which is within the period commencing at midnight Saturday and ending at midnight Sunday shall be paid extra compensation at the rate of 25 per centum of his hourly rate of basic compensation for each hour of work performed during that eight-hour period of service.

64 Stat. 395.

"(f) If an employee is entitled under this section to unused compensatory time at the time of his death, the Postmaster General shall pay at the rate prescribed in this section, but not less than a sum equal to the employee's hourly basic compensation, for each hour of such unused compensatory time to the person or persons surviving at the date of such employee's death. Such payment shall be made in the order of precedence prescribed in the first section of the Act of August 3, 1950 (5 U.S.C. 61f), and shall be a bar to recovery by any other persons of amounts so paid.

"(g) Notwithstanding any provision of this section other than subsection (f), no employee shall be paid overtime or extra compensation for a pay period which when added to his basic compensation for the pay period exceeds one twenty-sixth of the annual rate of basic compensation for the highest step of salary level PFS-17.

Definitions.

Ante, p. 1114.

"(h) For the purposes of this section and section 3571 of this title—

"(1) 'Annual rate regular employee' means an employee for whom the Postmaster General has established a regular work schedule consisting of five eight-hour days in accordance with section 3571 of this title.

"(2) 'Hourly rate regular employee' means an employee for whom the Postmaster General has established a regular work schedule consisting of not more than forty hours a week.

"(3) 'Substitute employee' means an employee for whom the Postmaster General has not established a regular work schedule."

74 Stat. 652.

(c) Section 3575 of title 39, United States Code, is amended to read as follows:

"§ 3575. Exemptions

"(a) Sections 3571, 3573 and 3574 of this title do not apply to postmasters, rural carriers, postal inspectors, and employees in salary level PFS-15 and above.

"(b) Sections 3571 and 3573 of this title do not apply to employees referred to in section 3581 of this title.

"(c) Sections 3571 (a), (b), and (d), and 3573(e) of this title do not apply to substitute employees.

"(d) Section 3571(b) of this title does not apply to hourly rate regular employees."

POSTAL EMPLOYEES RELOCATION EXPENSES

39 USC 3101
et seq.

SEC. 6. (a) That part of chapter 41 of title 39, United States Code which precedes the center heading "Special Classes of Employees" and section 3111 thereof, is amended by inserting at the end thereof the following new section:

"§ 3107. Postal employees relocation expenses

"Notwithstanding any other provision of law, each employee in the postal field service who is transferred or relocated from one official station to another shall, under regulations promulgated by the Postmaster General, be granted the following allowances and expenses:

"(1) Per diem allowance, in lieu of subsistence expenses, for each member of his immediate family while en route between his old and new official stations, not in excess of the maximum per diem rates prescribed by or pursuant to law for employees of the Federal Government.

"(2) Subsistence expenses of the employee and each member of his immediate family for a period of not to exceed thirty days while occupying temporary quarters at the place of his new official duty station, but not in excess of the maximum per diem rates prescribed by or pursuant to law for employees of the Federal Government.

"(3) Five days of leave with pay which shall not be charged to any other leave to which he is entitled under existing law."

(b) That part of the table of contents of such chapter 41 under the heading "**Employees Generally**" is amended by inserting

"3107. Postal employees relocation expenses."

immediately below

"3106. Special compensation rules."

EMPLOYEES IN THE DEPARTMENT OF MEDICINE AND SURGERY OF THE
VETERANS' ADMINISTRATION

SEC. 7. Section 4107 of title 38, United States Code, relating to grades and pay scales for certain positions within the Department of Medicine and Surgery of the Veterans' Administration, is amended to read as follows: 78 Stat. 410.

"§ 4107. Grades and pay scales

"(a) The per annum full-pay scale or ranges for positions provided in section 4103 of this title, other than Chief Medical Director and Deputy Chief Medical Director, shall be as follows: 78 Stat. 409.

"SECTION 4103 SCHEDULE

"Assistant Chief Medical Director, \$25,382.

"Medical Director, \$22,217 minimum to \$25,325 maximum.

"Director of Nursing Service, \$17,055 minimum to \$22,365 maximum.

"Director of Chaplain Service, \$17,055 minimum to \$22,365 maximum.

"Chief Pharmacist, \$17,055 minimum to \$22,365 maximum.

"Chief Dietitian, \$17,055 minimum to \$22,365 maximum.

"(b) (1) The grades and per annum full-pay ranges for positions provided in paragraph (1) of section 4104 of this title shall be as follows: 72 Stat. 1244.

"PHYSICIAN AND DENTIST SCHEDULE

"Director grade, \$19,619 minimum to \$25,043 maximum.

"Executive grade, \$18,291 minimum to \$24,024 maximum.

"Chief grade, \$17,055 minimum to \$22,365 maximum.

"Senior grade, \$14,680 minimum to \$19,252 maximum.

"Intermediate grade, \$12,510 minimum to \$16,425 maximum.

"Full grade, \$10,619 minimum to \$13,931 maximum.

"Associate grade, \$8,961 minimum to \$11,715 maximum.

"NURSE SCHEDULE

"Assistant Director grade, \$14,680 minimum to \$19,252 maximum.

"Chief grade, \$12,510 minimum to \$16,425 maximum.

"Senior grade, \$10,619 minimum to \$13,931 maximum.

"Intermediate grade, \$8,961 minimum to \$11,715 maximum.

"Full grade, \$7,479 minimum to \$9,765 maximum.

"Associate grade, \$6,540 minimum to \$8,502 maximum.

"Junior grade, \$5,702 minimum to \$7,430 maximum.

"(2) No person may hold the director grade unless he is serving as a director of a hospital, domiciliary, center, or outpatient clinic (independent). No person may hold the executive grade unless he holds the position of chief of staff at a hospital, center, or outpatient clinic (independent), or the position of clinic director at an outpatient clinic, or comparable position."

FOREIGN SERVICE OFFICERS; STAFF OFFICERS AND EMPLOYEES

78 Stat. 411.

SEC. 8. (a) The fourth sentence of section 412 of the Foreign Service Act of 1946, as amended (22 U.S.C. 867), is amended to read as follows: "The per annum salaries of Foreign Service officers within each of the other classes shall be as follows:

"Class 1.....	\$23,465	\$24,284	\$25,382				
Class 2.....	18,954	19,612	20,270	\$20,923	\$21,586	\$22,244	\$22,902
Class 3.....	15,395	15,929	16,463	16,997	17,531	18,065	18,599
Class 4.....	12,510	12,945	13,380	13,815	14,250	14,685	15,120
Class 5.....	10,303	10,661	11,019	11,377	11,735	12,093	12,451
Class 6.....	8,594	8,889	9,184	9,479	9,774	10,069	10,364
Class 7.....	7,262	7,506	7,750	7,994	8,238	8,482	8,726
Class 8.....	6,269	6,476	6,683	6,890	7,097	7,304	7,511".

(b) The second sentence of subsection (a) of section 415 of such Act (22 U.S.C. 870(a)) is amended to read as follows: "The per annum salaries of such staff officers and employees within each class shall be as follows:

"Class 1.....	\$15,395	\$15,929	\$16,463	\$16,997	\$17,531	\$18,065	\$18,599	\$19,133	\$19,667	\$20,201
Class 2.....	12,510	12,945	13,380	13,815	14,250	14,685	15,120	15,555	15,990	16,425
Class 3.....	10,303	10,661	11,019	11,377	11,735	12,093	12,451	12,809	13,167	13,525
Class 4.....	8,594	8,889	9,184	9,479	9,774	10,069	10,364	10,659	10,954	11,249
Class 5.....	7,749	8,013	8,277	8,541	8,805	9,069	9,333	9,597	9,861	10,125
Class 6.....	6,998	7,231	7,464	7,697	7,930	8,163	8,396	8,629	8,862	9,095
Class 7.....	6,428	6,640	6,852	7,064	7,276	7,488	7,700	7,912	8,124	8,336
Class 8.....	5,688	5,880	6,072	6,264	6,456	6,648	6,840	7,032	7,224	7,416
Class 9.....	5,190	5,361	5,532	5,703	5,874	6,045	6,216	6,387	6,558	6,729
Class 10.....	4,641	4,797	4,953	5,109	5,265	5,421	5,577	5,733	5,889	6,045".

(c) Foreign Service officers, Reserve officers, and Foreign Service staff officers and employees who are entitled to receive basic compensation immediately prior to the effective date of this section at one of the rates provided by section 412 or 415 of the Foreign Service Act of 1946 shall receive basic compensation, on and after such effective date, at the rate of their class determined to be appropriate by the Secretary of State.

SEVERANCE PAY

Applicability.

SEC. 9. (a) Except as provided in subsection (b) of this section, this section applies to each civilian officer or employee in or under—

- (1) the executive branch of the Government of the United States, including each corporation wholly owned or controlled by the United States;
- (2) the Library of Congress;
- (3) the Government Printing Office;
- (4) the General Accounting Office; or
- (5) the municipal government of the District of Columbia.

This section also applies to persons employed by the county committees established pursuant to section 8(b) of the Soil Conservation and Domestic Allotment Act (16 U.S.C. 590h(b)), and the Secretary of Agriculture is authorized and directed to prescribe and issue such regulations as may be necessary to provide a means of effecting the application and operations of the provisions of this section with respect to such persons.

52 Stat. 31.

Exception.

(b) This section does not apply to—

- (1) an officer or employee whose rate of basic compensation is fixed at a rate provided for one of the levels of the Federal Executive Salary Schedule or is in excess of the highest rate of grade 18 of the General Schedule of the Classification Act of 1949, as amended;
- (2) an officer or employee serving under an appointment with a definite time limitation, except one so appointed for full-time

Ante, p. 1111.

employment, without a break in service or after a separation of three days or less, following service under an appointment without time limitation;

(3) an alien employee who occupies a position outside the several States, the District of Columbia, and the Canal Zone;

(4) an officer or employee who is subject to the Civil Service Retirement Act, as amended, or any other retirement law or retirement system applicable to Federal officers or employees or members of the uniformed services, and who, at the time of separation from the service, has fulfilled the requirements for immediate annuity under any such law or system;

70 Stat. 743.
5 USC 2251 note.

(5) an officer or employee who, at the time of separation from the service, is receiving compensation under the Federal Employees' Compensation Act, as amended, except one receiving this compensation concurrently with salary or on account of the death of another person;

39 Stat. 742;
63 Stat. 854.
5 USC 751 note.

(6) an officer or employee who, at the time of separation from the service, is entitled to receive other severance pay from the Government;

(7) officers and employees of the Tennessee Valley Authority; and

(8) such other officers or employees as may be excluded by rules and regulations of the President or of such officer or agency as he may designate.

(c) An officer or employee to whom this section applies who is involuntarily separated from the service, on or after the effective date of this section, not by removal for cause on charges of misconduct, delinquency, or inefficiency, shall, under rules and regulations prescribed by the President or such officer or agency as he may designate, be paid severance pay in regular pay periods by the department, independent establishment, corporation, or other governmental unit, from which separated.

(d) Severance pay shall consist of two elements, a basic severance allowance and an age adjustment allowance. The basic severance allowance shall be computed on the basis of one week's basic compensation at the rate received immediately before separation for each year of civilian service up to and including ten years for which severance pay has not been received under this or any other authority and two weeks' basic compensation at such rate for each year of civilian service beyond ten years for which severance pay has not been received under this or any other authority. The age adjustment allowance shall be computed on the basis of 10 per centum of the total basic severance allowance for each year by which the age of the recipient exceeds forty years at the time of separation. Total severance pay received under this section shall not exceed one year's pay at the rate received immediately before separation.

Computation.

(e) An officer or employee may be paid severance pay only after having been employed currently for a continuous period of at least twelve months.

Twelve months
requirement.

(f) If an officer or employee is reemployed by the Federal Government or the municipal government of the District of Columbia before the expiration of the period covered by payments of severance pay, the payments shall be discontinued beginning with the date of reemployment and the service represented by the unexpired portion of the period shall be recredited to the officer or employee for use in any subsequent computations of severance pay. For the purposes of subsection (e), reemployment which causes severance pay to be discontinued shall be considered as employment continuous with that serving as the basis for the severance pay.

Reemployment,
termination of
pay.

Payments to
survivors.

64 Stat. 395.

(g) If the officer or employee dies before the expiration of the period covered by payments of severance pay, the payments of severance pay with respect to such officer or employee shall be continued as if such officer or employee were living and shall be paid on a pay period basis to the survivor or survivors of such officer or employee in accordance with the first section of the Act of August 3, 1950 (5 U.S.C. 61f).

(h) Severance pay under this section shall not be a basis for payment, nor be included in the basis for computation, of any other type of Federal or District of Columbia Government benefits, and any period covered by severance pay shall not be regarded as a period of Federal or District of Columbia Government service or employment.

AGRICULTURAL STABILIZATION AND CONSERVATION COUNTY COMMITTEE
EMPLOYEES

52 Stat. 31;
78 Stat. 412.
Ante, p. 1111.

SEC. 10. The rates of compensation of persons employed by the county committees established pursuant to section 8(b) of the Soil Conservation and Domestic Allotment Act (16 U.S.C. 590h(b)) shall be increased by amounts equal, as nearly as may be practicable, to the increases provided by section 2(a) of this Act for corresponding rates of compensation.

LEGISLATIVE BRANCH

House employees.

60 Stat. 217;
78 Stat. 413.
5 USC 931, 932.

SEC. 11. (a) Except as otherwise provided in this section, each officer or employee in or under the legislative branch of the Government, whose rate of compensation is increased by section 5 of the Federal Employees Pay Act of 1946, shall be paid additional compensation at the rate of 3.6 per centum of his gross rate of compensation (basic compensation plus additional compensation authorized by law).

(b) The total annual compensation in effect immediately prior to the effective date of this section of each officer or employee of the House of Representatives, whose compensation is disbursed by the Clerk of the House and is not increased by reason of any other provision of this section, shall be increased by an amount which is equal to the amount of the increase provided by subsection (a) of this section; except that this section shall not apply to the compensation of student congressional interns authorized by H. Res. 416 of the Eighty-ninth Congress.

(c) The rates of compensation of employees of the House of Representatives whose compensation is fixed by the House Employees Schedule under the House Employees Position Classification Act (78 Stat. 1079; Public Law 88-652; 2 U.S.C. 291-303) shall be increased by amounts equal, as nearly as may be practicable, to the increases provided by subsection (a) of this section; except, that this section shall not apply to the compensation of those employees whose compensation is fixed by the House Wage Schedule of such Act.

(d) The additional compensation provided by this section shall be considered a part of basic compensation for the purposes of the Civil Service Retirement Act (5 U.S.C. 2251 and the following).

(e) Section 601(a) of the Legislative Reorganization Act of 1946, as amended (2 U.S.C. 31), is amended to read as follows:

70 Stat. 743;
Ante, p. 840.
Members of
Congress, etc.
78 Stat. 415.

"(a) The compensation of Senators, Representatives in Congress, and the Resident Commissioner from Puerto Rico shall be at the rate of \$30,000 per annum each. The compensation of the Speaker of the House of Representatives shall be at the rate of \$43,000 per annum. The compensation of the Majority Leader and the Minority Leader of the Senate and the Majority Leader and the Minority Leader of the House of Representatives shall be at the rate of \$35,000 per annum each."

(f) The basic compensation of each employee in the office of a Senator is hereby adjusted, effective on the first day of the month following the date of enactment of this Act, to the lowest multiple of \$60 which will provide a gross rate of compensation not less than the gross rate such employee was receiving immediately prior thereto, except that the foregoing provisions of this subsection shall not apply in the case of any employee if on or before the fifteenth day following the date of enactment of this Act, the Senator by whom such employee is employed notifies the disbursing office of the Senate in writing that he does not wish such provisions to apply to such employee. No employee whose basic compensation is adjusted under this subsection shall receive any additional compensation under subsection (a) for any period prior to the effective date of such adjustment during which such employee was employed in the office of the Senator by whom he is employed on the first day of the month following the enactment of this Act. No additional compensation shall be paid to any person under subsection (a) for any period prior to the first day of the month following the date of enactment of this Act during which such person was employed in the office of a Senator (other than a Senator by whom he is employed on such day) unless on or before the fifteenth day following the date of enactment of this Act such Senator notifies the disbursing office of the Senate in writing that he wishes such employee to receive such additional compensation for such period. In any case in which, at the expiration of the time within which a Senator may give notice under this subsection, such Senator is deceased, such notice shall be deemed to have been given.

Senate employees.

(g) Notwithstanding the provision referred to in subsection (h), the rates of gross compensation of the Secretary for the Majority of the Senate, the Secretary for the Minority of the Senate, the Chief Reporter of Debates of the Senate, the Parliamentarian of the Senate, the Senior Counsel in the Office of the Legislative Counsel of the Senate, the Chief Clerk of the Senate, the Chaplain of the Senate, and the Postmaster and Assistant Postmaster of the Senate are hereby increased by 3.6 per centum.

Senate officers.

(h) The paragraph imposing limitations on basic and gross compensation of officers and employees of the Senate appearing under the heading "SENATE" in the Legislative Appropriation Act, 1956, as amended (74 Stat. 304; Public Law 86-568), is amended by striking out "\$22,945" and inserting in lieu thereof "\$23,770".

Salary limitations, increase.

78 Stat. 414.

2 USC 60a note.

(i) The limitation on gross rate per hour per person provided by applicable law on the effective date of this section with respect to the folding of speeches and pamphlets for the Senate is hereby increased by 3.6 per centum. The amount of such increase shall be computed to the nearest cent, counting one-half cent and over as a whole cent. The provisions of subsection (a) of this section shall not apply to employees whose compensation is subject to such limitation.

FEDERAL JUDICIAL SALARIES

SEC. 12. (a) The rates of basic compensation of officers and employees in or under the judicial branch of the Government whose rates of compensation are fixed by or pursuant to paragraph (2) of subdivision a of section 62 of the Bankruptcy Act (11 U.S.C. 102(a)(2)), section 3656 of title 18, United States Code, the third sentence of section 603, sections 671 to 675, inclusive, or section 604(a)(5), of title 28, United States Code, insofar as the latter section applies to graded positions, are hereby increased by amounts reflecting the respective applicable increases provided by section 2(a) of this Act in corresponding rates of compensation for officers and employees subject to the Classification Act of 1949, as amended. The rates of

60 Stat. 329;

62 Stat. 843.

65 Stat. 725;

62 Stat. 918,

914.

78 Stat. 433.

Ante, p. 1111.

62 Stat. 914.

Ante, p. 1111.

Secretaries and
law clerks.

Court reporters.
78 Stat. 434.

basic compensation of officers and employees holding ungraded positions and whose salaries are fixed pursuant to such section 604(a) (5) may be increased by the amounts reflecting the respective applicable increases provided by section 2(a) of this Act in corresponding rates of compensation for officers and employees subject to the Classification Act of 1949, as amended.

(b) The limitations provided by applicable law on the effective date of this section with respect to the aggregate salaries payable to secretaries and law clerks of circuit and district judges are hereby increased by amounts which reflect the respective applicable increases provided by section 2(a) of this Act in corresponding rates of compensation for officers and employees subject to the Classification Act of 1949, as amended.

(c) Section 753(e) of title 28, United States Code (relating to the compensation of court reporters for district courts), is amended by striking out the existing salary limitation contained therein and inserting a new limitation which reflects the respective applicable increases provided by section 2(a) of this Act in corresponding rates of compensation for officers and employees subject to the Classification Act of 1949, as amended.

INCREASED UNIFORM ALLOWANCE

SEC. 13. The Federal Employees Uniform Allowance Act, as amended (68 Stat. 1114; 5 U.S.C. 2131), is amended by striking out "\$100" wherever it appears therein and inserting in lieu thereof "\$125".

MAXIMUM SALARY INCREASE LIMITATION

SEC. 14. Except as otherwise provided in section 11(e), no rate of salary shall be increased, by reason of the enactment of this Act, to an amount in excess of the salary rate now or hereafter in effect for Level V of the Federal Executive Salary Schedule.

78 Stat. 419.
5 USC 2211.

ADJUSTMENT OF SALARY RATES FIXED BY ADMINISTRATIVE ACTION

SEC. 15. (a) The rates of basic compensation of assistant United States attorneys whose basic salaries are fixed pursuant to section 508 of title 28, United States Code, shall be increased by 3.6 per centum effective on the first day of the first pay period which begins on or after October 1, 1965.

78 Stat. 426.

(b) Notwithstanding section 3679 of the Revised Statutes, as amended (31 U.S.C. 665), the rates of compensation of officers and employees of the Federal Government and of the municipal government of the District of Columbia whose rates of compensation are fixed by administrative action pursuant to law and are not otherwise increased by this Act are hereby authorized to be increased effective on or after the first day of the first pay period which begins on or after October 1, 1965, by amounts not to exceed the increases provided by this Act for corresponding rates of compensation in the appropriate schedule or scale of pay.

(c) Nothing contained in this section shall be deemed to authorize any increase in the rates of compensation of officers and employees whose rates of compensation are fixed and adjusted from time to time as nearly as is consistent with the public interest in accordance with prevailing rates or practices.

(d) Nothing contained in this section shall affect the authority contained in any law pursuant to which rates of compensation may be fixed by administrative action.

TRAVEL ON OFFICIAL DUTY TIME

SEC. 16. Section 204 of the Federal Employees Pay Act of 1945, as amended (68 Stat. 1110; 5 U.S.C. 912b), is amended by adding at the end thereof the following sentence: "To the maximum extent practicable, the head of any department, independent establishment, or agency, including Government-owned or controlled corporations, or of the municipal government of the District of Columbia, or the head of any legislative or judicial agency to which this title applies, shall schedule the time to be spent by an officer or employee in a travel status away from his official duty station within the regularly scheduled workweek of such officer or employee."

EFFECTIVE DATES

SEC. 17. This Act shall become effective as follows:

(1) This section and sections 1, 9, 13, 15, 16, and 18, and section 3107(3) of title 39, United States Code, as contained in the amendment made by section 6(a) of this Act, shall become effective on the date of enactment of this Act.

(2) Section 5 shall become effective on the first day of the first pay period which begins on or after the date of enactment of this Act.

(3) Sections 2, 4, 7, 8, 10, 11, 12, and 14 shall become effective on the first day of the first pay period which begins on or after October 1, 1965.

(4) Section 3 shall become effective on the ninetieth day following the date of enactment of this Act.

(5) Section 6(b), and section 3107 (1) and (2) of title 39, United States Code, as contained in the amendment made by section 6(a) of this Act, shall become effective as of July 1, 1965.

(6) For the purpose of determining the amount of insurance for which an individual is eligible under the Federal Employees' Group Life Insurance Act of 1954, all changes in rates of compensation or salary which result from the enactment of this Act shall be held and considered to be effective as of the date of such enactment.

68 Stat. 736.
5 USC 2091
note.

PAYMENT OF RETROACTIVE SALARY

SEC. 18. (a) Retroactive compensation or salary shall be paid by reason of this Act only in the case of an individual in the service of the United States (including service in the Armed Forces of the United States) or the municipal government of the District of Columbia on the date of enactment of this Act, except that such retroactive compensation or salary shall be paid (1) to an officer or employee who retired during the period beginning on the effective date prescribed by section 17(3) and ending on the date of enactment of this Act for services rendered during such period and (2) in accordance with the provisions of the Act of August 3, 1950 (Public Law 636, Eighty-first Congress), as amended (5 U.S.C. 61f-61k), for services rendered during the period beginning on the effective date prescribed by section 17(3) and ending on the date of enactment of this Act by an officer or employee who dies during such period. Such retroactive compensation or salary

64 Stat. 395.

70 Stat. 743.

5 USC 2251 note.

shall not be considered as basic salary for the purpose of the Civil Service Retirement Act in the case of any such retired or deceased officer or employee.

(b) For the purposes of this section, service in the Armed Forces of the United States, in the case of an individual relieved from training and service in the Armed Forces of the United States or discharged from hospitalization following such training and service, shall include the period provided by law for the mandatory restoration of such individual to a position in or under the Federal Government or the municipal government of the District of Columbia.

Approved October 29, 1965.

LEGISLATIVE HISTORY:

HOUSE REPORT No. 792 (Comm. on Post Office & Civil Service).

SENATE REPORT No. 910 (Comm. on Post Office & Civil Service).

CONGRESSIONAL RECORD, Vol. 111 (1965):

Sept. 13: Considered in House.

Sept. 30: Considered and passed House.

Oct. 22: Considered and passed Senate, amended; House agreed to Senate amendments.

UNITED STATES DEPARTMENT OF AGRICULTURE
Office of Personnel
Washington D. C. 20250

November 1, 1965

PERSONNEL BULLETIN NO. 531-6

SUBJECT: Federal Employees Salary Act of 1965

The 1965 pay bill was approved by the President on October 29, 1965. This makes October 29 the "date of enactment."

The various sections of the act do not all have the same effective date. Section 2, amending the General Schedule of the Classification Act, is effective retroactively to the first of the pay period that begins on or after October 1, 1965 (October 10 in this Department). But Section 9 which relates to severance pay; Section 13 which relates to uniform allowances; Section 15 relating to employees whose pay rates are fixed by administrative action (other than wage board employees); and Section 16 which requires that an employee's time in travel status be scheduled within his regular basic workweek to the extent practicable, each become effective on the date of enactment.

Also, for determining the amount of insurance for which an employee is eligible under the Federal Employees Group Life Insurance Act of 1954, all changes in salary made by the new act are regarded as becoming effective on the date of enactment. Hence, the retroactive provisions do not apply to group life insurance withholdings.

Section 3 of the new law grants employees the right to appeal unfavorable within-grade level of competence decisions to the Civil Service Commission. This section is not effective until the 90th day following the date of enactment (January 27, 1966).

INCREASES IN CLASSIFICATION ACT RATES

The new schedule of Classification Act rates, effective October 10, 1965, is printed on the last page of this Bulletin. The rates on that page are arranged so that individual increases can be determined by comparing the new rate with the old rate at each step of any grade.

An automatic adjustment from the old to the new salary rates is provided by the law for employees paid the ordinary rates of the regular Classification Act scales. The adjustment is not automatic for employees in certain shortage categories (engineers, medical doctors, veterinarians, etc.) paid under special scales authorized by section 504 of the Classification Act. However, rules will be issued promptly by the Civil Service Commission to determine the rates to which employees paid under the special scales will move. The retroactive effect will be the same regardless of whether employees are paid under the ordinary or the special scales.

PB-248

INQUIRIES: Classification, Organization, and Standards Division, Extension 7525
DISTRIBUTION: Agency Personnel Officers (DPM)

ADDITIONAL BENEFITS

Senate Report No. 910, October 18, 1965, published in connection with the action the Senate took on H. R. 10281, analyzes at some length provisions subsequently enacted as Sections 3 and 9 of the new law. These sections relate respectively to "Redeterminations of Acceptable Levels of Competence" and "Severance Pay." The Senate report analyzes other provisions more briefly. Points of interest to this Department are covered as follows:

Redetermination of Acceptable Level of Competence

"The Federal Salary Reform Act of 1962 provided that employees must perform at an acceptable level of competence in order to receive within-grade step increases. This was intended to provide additional impetus to the employee whose performance, while not unsatisfactory, reflects an attitude of doing as little as can be done without resulting in dismissal. The 1962 act provided for an appeal to a higher authority within the employee's agency, but no right of appeal to the Civil Service Commission. Section 3 adds new language so that in the event the employee loses his appeal for a redetermination within his own department, he will have a right of appeal to the Civil Service Commission. Section 3 also provides that the Commission shall establish by regulation uniform procedures for appellate procedures within each agency. Under present law, the procedures for providing the employee an opportunity for reconsideration vary from one agency to another. The Committee believes it is in the best interest of the Federal service that the procedures be uniform and that they be established by the Commission rather than individual agencies."

Severance Pay

"Section 9 establishes the new fringe benefit policy of severance pay for most Federal employees who are separated from the service for reasons other than misconduct, delinquency, or inefficiency. (The benefits are extended to ASCS county office employees, among others, but employees who are receiving or are eligible to receive retirement benefits under any Federal civilian or military retirement program, and certain other groups which the law specifies, are excluded.) * * * Sections 9(c) and (d) set out the method of paying employees who are involuntarily separated for reasons other than misconduct, delinquency, or inefficiency."

"Each eligible employee who has served at least 12 continuous months shall receive, upon separation, pay equal to 1 week's basic salary for each of the first 10 years of his employment (totaling 10 weeks' salary). For each year in excess of 10 years' service, the employee shall receive 2 weeks' salary."

"For each year the employee's age exceeds 40 years, he shall receive an additional 10 percent of the basic severance pay."

"The maximum payment shall not exceed the annual rate of basic compensation received by the employee immediately prior to his separation."

"For example: Joe Jones is 48 years old and has been employed by the Government for 20 years. He is not eligible for an immediate annuity (20 years' service at age 50). He is involuntarily separated."

"Jones is eligible for severance pay. The amount is determined by multiplying his weekly salary by 10 (his first 10 years) and twice his weekly salary by 10 (his second 10 years). If his weekly salary (annual rate divided by 2,080 hours multiplied by 40 hours) is \$100, his basic severance pay would be \$3,000, to which would be added \$2,400, representing the age adjustment (10 percent of basic severance pay for each year over 40--Jones is 8 years over 40). His total pay would be \$5,400. If his annual rate was only \$5,200 (52 weeks time \$100), the maximum amount payable would be \$5,200.

"If the separated employee is reemployed by the Government while receiving severance pay, the payment stops upon the date of reemployment and any unexpired period of service remaining shall be credited to his "account" in event of subsequent separation.

"Subsection (f) saves the employee who has served 12 continuous months, is separated, reemployed, and later again separated. Without this provision, he would no longer be eligible for severance benefits even though his prior service might have been several years. This section tacks the period of reemployment onto the previous employment and disregards the period of severance pay."

Agencies will hold severance pay cases until the Civil Service Commission has issued regulations for administering the new provisions.

Uniform Allowances

The Federal Employees Uniform Allowance Act is amended by Section 13 of the new law. This section increases the maximum amount available to reimburse employees who must purchase uniforms from \$100 to \$125.

Travel on Official Duty Time

Section 16 of the new law requires that, as far as practicable, employees' travel time be on official duty time rather than at night or on weekends.

ASCS County Committee Employees

ASCS county office employees are granted increases to correspond "as nearly as may be practicable" to those provided by the Classification Act. Senate Report No. 910 makes it clear that the increase should be 3.6% across the board.

RETROACTIVE PAYMENTS

As customary in pay legislation of this kind, retroactive pay is authorized under the new act only for employees actually in the service (including service in the armed forces) during the retroactive period, and for employees who died or retired during that period. A further provision precludes considering the retroactive portion as base pay in computing retirement annuities for retired or deceased employees.

Most of the employees will receive the pay increase in the regular pay check covering pay period #21 (Oct. 10-Oct. 23, 1965). Preparation of supplemental checks, in the few instances where it may be necessary, will only delay payment of the retroactive portion slightly.



Director of Personnel

CLASSIFICATION ACT PAY SCALES SHOWING CHANGES MADE BY THE NEW SALARY ACT

Top Row: New Rates
Bottom Row: Old Rates

Waiting Periods for Within Grade Step-Ups

- to steps 2, 3, and 4 - 52 weeks
- to steps 5, 6, and 7 - 104 weeks
- to steps 8, 9, and 10 - 156 weeks

G S	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Size, Each In- Grade Step-Up
1	\$3507 3385	\$3626 3500	\$3745 3615	\$3864 3730	\$3983 3845	\$4102 3960	\$4221 4075	\$4340 4190	\$4459 4305	\$4578 4420	119 115
2	3814 3680	3943 3805	4072 3930	4201 4055	4330 4180	4459 4305	4588 4430	4717 4555	4846 4680	4975 4805	129 125
3	4149 4005	4289 4140	4429 4275	4569 4410	4709 4545	4849 4680	4989 4815	5129 4950	5269 5085	5409 5220	140 135
4	4641 4480	4797 4630	4953 4780	5109 4930	5265 5080	5421 5230	5577 5380	5733 5530	5889 5680	6045 5830	156 150
5	5181 5000	5352 5165	5523 5330	5694 5495	5865 5660	6036 5825	6207 5990	6378 6155	6549 6320	6720 6485	171 165
6	5702 5505	5894 5690	6086 5875	6278 6060	6470 6245	6662 6430	6854 6615	7046 6800	7238 6985	7430 7170	192 185
7	6269 6050	6476 6250	6683 6450	6890 6650	7097 6850	7304 7050	7511 7250	7718 7450	7925 7650	8132 7850	207 200
8	6869 6630	7097 6850	7325 7070	7553 7290	7781 7510	8009 7730	8237 7950	8465 8170	8693 8390	8921 8610	228 220
9	7479 7220	7733 7465	7987 7710	8241 7955	8495 8200	8749 8445	9003 8690	9257 8935	9511 9180	9765 9425	254 245
10	8184 7900	8464 8170	8744 8440	9024 8710	9304 8980	9584 9250	9864 9520	10144 9790	10424 10060	10704 10330	280 270
11	8961 8650	9267 8945	9573 9240	9879 9535	10185 9830	10491 10125	10797 10420	11103 10715	11409 11010	11715 11305	306 295
12	10619 10250	10987 10605	11355 10960	11723 11315	12091 11670	12459 12025	12827 12380	13195 12735	13563 13090	13931 13445	368 355
13	12510 12075	12945 12495	13380 12915	13815 13335	14250 13755	14685 14175	15120 14595	15555 15015	15990 15435	16425 15855	435 420
14	14680 14170	15188 14660	15696 15150	16204 15640	16712 16130	17220 16620	17728 17110	18236 17600	18744 18090	19252 18580	508 490
15	17055 16460	17645 17030	18235 17600	18825 18170	19415 18740	20005 19310	20595 19880	21185 20450	21775 21020	22365 21590	590 570
16	19619 18935	20297 19590	20975 20245	21653 20900	22331 21555	23009 22210	23687 22865	24365 23520	25043 24175		678 655
17	22217 21445	22994 22195	23771 22945	24548 23695	25325 24445						777 750
18	25382 24500										--- ---

Keep this table as a desk reference.
Wallet-size pay cards will be avail-
able soon for distribution to all
employees.

UNITED STATES DEPARTMENT OF AGRICULTURE
OFFICE OF MANAGEMENT SERVICES
WASHINGTON, D.C. 20250

November 8, 1965

To : All Employees, Agencies and Offices
Served by OMS

From : Charles F. Kiefer, Director
Office of Management Services

Subject : Federal Employees Salary Act of 1965

The President signed the 1965 pay act on October 29. The major provisions of the act are as follows (additional information will be furnished as it becomes available):

I. Salary Increase Provisions. Salary increases, retroactive to the first pay period which begins after October 1 (in this Department October 10), are provided for most Federal employees. Wallet-size pay cards will be distributed to all employees within the next few weeks.

A. Regular Employees. Most Department of Agriculture employees received the pay increase in their regular pay checks for the period October 10-23, due November 4. Supplemental checks will be issued in those few instances where the increase could not be included in the regular checks. In OMS-served agencies this latter group consists mainly of SRS field employees in "GG" positions (salaries shared with a state). By administrative decision, however, the increases for these employees will be effective October 10.

B. "FC" Employees. Employees in "FC" positions will receive adjustments in accordance with instructions issued by the Agency for International Development. We understand this information should be available within three to four weeks.

C. Excluded Employees. Wage board employees are not covered by the salary act. Also excluded are employees serving in positions classified by administrative determination (AD). Only employees actually on the rolls October 29 (the date of enactment) are entitled to the increase retroactively.

II Within-Grade Increases. An employee who loses his appeal for reconsideration of a withheld acceptable level of competence certification now may appeal to the Civil Service Commission. The Commission also will prescribe uniform agency procedures for hearing the reconsideration requests. This provision is effective January 27, 1966.

III Severance Pay. This provision covers most Federal employees who are separated from the service for reasons other than misconduct, delinquency, or inefficiency. Excluded from coverage are employees who are receiving, or are eligible to receive, retirement benefits under any Federal civilian or military retirement program. The amount of the benefit is based upon length of service plus an additional percentage for age in excess of forty years. This provision is effective October 29.

IV Travel on Official Duty Time. The new law provides that insofar as practicable employees' travel time shall be during official duty hours rather than at night or on weekends. This provision also is effective October 29.

Charles F. Kiefer

Classification Act Pay Scales, Effective October 10, 1965

Grade	1	2	3	4	5	6	7	8	9	10
GS-1	\$3,507	\$3,626	\$3,745	\$3,864	\$3,983	\$4,102	\$4,221	\$4,340	\$4,459	\$4,578
GS-2	3,814	3,943	4,072	4,201	4,330	4,459	4,588	4,717	4,846	4,975
GS-3	4,149	4,289	4,429	4,569	4,709	4,849	4,989	5,129	5,269	5,409
GS-4	4,641	4,797	4,953	5,109	5,265	5,421	5,577	5,733	5,889	6,045
GS-5	5,181	5,352	5,523	5,694	5,865	6,036	6,207	6,378	6,549	6,720
GS-6	5,702	5,894	6,086	6,278	6,470	6,662	6,854	7,046	7,238	7,430
GS-7	6,269	6,476	6,683	6,890	7,097	7,304	7,511	7,718	7,925	8,132
GS-8	6,869	7,097	7,325	7,553	7,781	8,009	8,237	8,465	8,693	8,921
GS-9	7,479	7,733	7,987	8,241	8,495	8,749	9,003	9,257	9,511	9,765
GS-10	8,184	8,464	8,744	9,024	9,304	9,584	9,864	10,144	10,424	10,704
GS-11	8,961	9,267	9,573	9,879	10,185	10,491	10,797	11,103	11,409	11,715
GS-12	10,619	10,987	11,355	11,723	12,091	12,459	12,827	13,195	13,563	13,931
GS-13	12,510	12,945	13,380	13,815	14,250	14,685	15,120	15,555	15,990	16,425
GS-14	14,680	15,188	15,696	16,204	16,712	17,220	17,728	18,236	18,744	19,252
GS-15	17,055	17,645	18,235	18,825	19,415	20,005	20,595	21,185	21,775	22,365
GS-16	19,619	20,297	20,975	21,653	22,331	23,009	23,687	24,365	25,043	
GS-17	22,217	22,994	23,771	24,548	25,325					
GS-18	25,382									

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